

PROVOST GLORIA GIBSON

PRICE LAB MATERIALS

5 HOURS

459 PAGES

Subject: Fwd: Estimates...
From: Farzad Moussavi <farzad.moussavi@uni.edu>
Date: 1/4/2012 5:27 PM
To: gloria.gibson@uni.edu

Gloria,

On Tuesday, I suggested that we could only go back to the PLS question when we had figured out how much our program elimination exercise could reasonably yield. Now that we have Shashi's latest estimate, let's look at the picture.

We cut pretty deep Tuesday and we now know it can yield around \$1.5M, if everything falls into place. This represents a pretty deep cut but does not even come close to half the amount that is needed. So we should either cut much deeper or bring PLS into the equation. For a \$4M cut, the options are:

1. Go back to cutting programs and cut almost 3 times deeper than what we have already.
2. Cut another \$1.5M from the programs plus \$1M from PLS.
3. Cut as much as we have already and close the PLS for the rest of the savings.

Option 1 is impossible. Option 2 might be achievable but we would have to cut some pretty vibrant programs to achieve it -- programs that would be more viable and stronger than PLS. Option 3 seems like the most feasible option.

I hope you find this useful. Good luck at the retreat.

Farzad

Farzad Moussavi, Dean



325 Curris Building
Cedar Falls, IA 50614-0123
319-273-6240

----- Forwarded message -----

From: Shashi Kaparthy <shashi.kaparthy@uni.edu>
Date: Wed, Jan 4, 2012 at 3:21 PM
Subject: Estimates...
To: Farzad Moussavi <farzad.moussavi@uni.edu>, Dwight Watson <dwright.watson@uni.edu>,

1 of 2

Joel Haack <joel.haack@uni.edu>, Philip Mauceri <philip.mauceri@uni.edu>, Kavita Dhanwada <kavita.dhanwada@uni.edu>, Mike Licari <michael.licari@uni.edu>, Ginny Arthur <virginia.arthur@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Pat Woelber <pat.woelber@uni.edu>

All:

Please see attached for estimates sent in from the colleges. I did not receive one from COE yet.

I added the interdisciplinary program to the list per the discussion in the meeting.

Thanks.

Shashi.

1 of 2

Shashi Kaparthi, Ph.D.
Chief Information Officer (CIO)
University of Northern Iowa

Attachments: -----

Estimates_1_4_2012.docx	14.2 KB
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1 of 2

ESTIMATES SENT IN AFTER SPECIAL AAC MEETING on JAN 3, 2012

CHAS

Row 5	German Teaching	\$62,976
Row 7	DIT suspension	money taken
Row 10	Physics-Combine with C&B+ES BO Olsen, Chancey BO 2 TT (He, Stollenwerk) Cut secretary	\$468,700
Row 11	Earth Science-Combine with C&B+Phys BO Walter, De Nault	\$240,799
Row 13	Theatre – Youth Emphasis GB stays in dept;pgm closes Provost takes back C. Colburn line	\$95,400 + CBA contribution for GB
Row 15	German – close pgm Buyout RB, SB, BM	\$334, 418
Row 17	Close PSM in Chem, Physics, Math	course load reassignment
Row 23	Close Chem MA/MS/PSM pgms	course load reassignment
Row 30	Close French UG and G pgms Teach only as service for exit requirement BO 3 faculty if possible but hire adjuncts (\$240,410-\$15,000(3 adj))=\$225,410 Recovery (\$) from Grad Assts	Maybe \$225,410 ?

CSBS

Row 4	Geography Teaching	\$24,940 (Based on recommendation to hire a lower cost replacement at \$42,000)
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CBA

Row 13	\$20,000 work for GB
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COE

No Estimates Received as of 3 PM

Interdisciplinary

Women's & Gender Studies	\$68,224
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GRAND TOTAL: \$1,540,867

Subject: Re: Fwd: Estimates...

From: Gloria Gibson <gloria.gibson@uni.edu>

Date: 1/4/2012 6:13 PM

To: Farzad Moussavi <farzad.moussavi@uni.edu>

Thanks Farzad... I agree with your analysis! Gloria

Farzad Moussavi said the following on 1/4/2012 5:27 PM:

Gloria,

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Farzad

Farzad Moussavi, Dean


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Cedar Falls, IA 50614-0123
319-273-6240

----- Forwarded message -----

From: **Shashi Kaparathi** <shashi.kaparathi@uni.edu>

Re: Fwd: Estimates...

Date: Wed, Jan 4, 2012 at 3:21 PM

Subject: Estimates...

To: Farzad Moussavi <farzad.moussavi@uni.edu>, Dwight Watson <dwright.watson@uni.edu>, Joel Haack <joel.haack@uni.edu>, Philip Mauceri <philip.mauceri@uni.edu>, Kavita Dhanwada <kavita.dhanwada@uni.edu>, Mike Licari <michael.licari@uni.edu>, Ginny Arthur <virginia.arthur@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Pat Woelber <pat.woelber@uni.edu>

All:

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I added the interdisciplinary program to the list per the discussion in the meeting.

Thanks.

Shashi.

--

Shashi Kaparthy, Ph.D.
Chief Information Officer (CIO)
University of Northern Iowa

more PLS fin. info.

Subject: more PLS fin. info.

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 1/24/2012 6:48 PM

To: "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, Ben Allen <ben.allen@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

More PLS financial info. - received late fall - 2011 from Mary Sue B. and Lyn C.

Brenda

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Attachments:

MPLS.bartlett.10.30.11.pdf

27 bytes

Malcolm Price Laboratory School
(Transforming to Iowa's Research & Development School)
University of Northern Iowa

Comprehensive Budget – 2011-2012

Revenue

General Fund Support	\$3,281,001.00	
Per Pupil Funds(N=342; \$5883/student)	\$2,011,986.00	
Special Education Monies	\$108,986.37	
MPLS Fees	\$65,867.00	
Total		\$5,467,840.37

Expenses

Regular Education	\$(4,824,087.00)	
Building	\$(342,944.36)	
Total		\$(5,167,031.36)

Balance		\$300,809.01
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University of Northern Iowa
 Malcolm Price Laboratory School (Transforming to Iowa's Res
 Comprehensive General Fund Revenue Budget
 2011-2012

Resources:
 Ranell Richter 3-2414
 Terry Ketter 3-2514
 Lynn Countryman 3-2614
 Carrie DeBerg 553-2422

Revenue:						Revenue
General Educational Fund Support						
Faculty, Acad Admin, & Institutional Officials						2,761,578
Professional and Scientific						201,713
General Service Salaried						63,643
General Service Hourly						190,610
Student Wages						5,294
Supplies and Services						51,662
Library Materials						13,664
						\$ 3,288,164.00
Total GEF Support						\$ 3,281,001.00
Open Enrollment Billings-Regular Education proposed 342 students*5883						\$ 2,011,986.00
Note: Billing all students from open enrollment area						
Special Education Billings (27x actual cost)						
Kim K Miller-Salary and Benefits					\$	89,095.00
Kathryn A Conry-Salary and Benefits					\$	58,044.00
Susan Croatt - Salary and Benefits					\$	59,040.00
Graduate Assistant - stipend + tuition					\$	15,000.00
Graduate Assistant -tuition						
Supplies and Services					\$	10,000.00
Total Special Education Costs					\$	231,179.00
Subtracting the Cost of regular ed dollars that go to SpN						\$ 210,707.00
5883 x29	\$	170,607.00	*12%	\$	20,472.00	
Cost/pupil =	210,707	/29 total sts=	\$	7,265.76		152,580.93
Cost/pupil/day	7,265.76	/180 days	\$	41.76		
Subtract tuition in students (6)	6*	7265.76				(43,594.56)
Total Special Education Support						\$ 108,986.37
Note: Contracts are required with AEA 267 for the schools in special education pool and with a district if it is not in the special education pool.						
Note: All PLS Special Education Students have a level 1 IEP.						
Fee Revenue:						
Instrument Rental Fee-Band (45 x \$80)						3,555
Instrument Rental Fee-Orchestra (36 x \$80)						2,607
Instrument Rental Fee-Percussion (8 x \$50)						400
Instructional Materials Fee K-4 (83* \$45)						3,735
Instructional Materials Fee 5-12 (241* \$90)						21,690
Nursery School (PK) Program Fee (22 x \$1,540)						33,880
Lost/Not Returned Library Books					?	
Late Payment Fees (at University cost)					?	
Textbook-Unreasonable Wear & Loss					?	
Total Fee Revenue						\$ 65,867.00
Total R & D REVENUE						\$ 5,467,840.37
Accounts & Costs						
Regular Education (Development and Dissemination)						\$ (2,265,535.00)
Building						(342,944.36)
Elementary, Middle & High School						(52,700.00)
Special Education, Guidance & Nurses						(450,042.00)
Speech, PD & Research, Library						(124,773.00)
Technology						(215,268.00)
Administration						(274,115.00)
Merit						(647,440.00)
Music						(193,760.00)
Activities						(69,400.00)
Athletics						(402,988.00)
Lunch/Breakfast- Food						(128,066.00)
Total costs						\$ (5,167,031.36)
BALANCE						\$ 300,809.01

Revenue:																					
General Educational Fund Support																		Revenue			
Faculty, Acad Admin, & Institutional Officials																		2,761,678			
Professional and Scientific																		201,713			
General Service Salaried																		63,643			
General Service Hourly																		190,610			
Student Wages																		5,294			
Supplies and Services																		51,662			
Library Materials																		13,664			
																		\$ 3,288,164.00			
Total GEF Support																		\$ 3,281,001.00			
Open Enrollment Billings-Regular Education proposed 347 students*5883																		\$ 2,041,401.00			
Note: Billing all students from open enrollment area																					
Special Education Billings (27x actual cost)																					
Kim K Miller-Salary and Benefits																		\$ 88,039.00			
Kathryn A Conry-Salary and Benefits																		\$ 57,455.00			
New Middle School Faculty Member																		\$ 59,040.00			
Graduate Assistant)-stipend																		\$ 8,892.00			
Graduate Assistant)-tuition																		\$ 7,476.00			
Supplies and Services																		\$ 20,000.00			
Total Special Education Costs																		\$ 240,902.00			
Subtracting the Cost of regular ed dollars that go to SpN																		\$ 221,841.08			
5883 x 27 \$ 158,841.00 *12% \$ 19,060.92																		202,780			
Cost/pupil = 202,780 /27 total sts= \$ 7,510.38																		157,717.90			
Cost/pupil/day 7,510.36 /180 days \$ 43.16																					
deduct those special ed students who tuition-in(0)																		Total Special Education Support		\$ 157,717.90	
Note: Contracts are required with AEA 267 for the schools in special education pool and with a district																					
If it is not in the special education pool. Note: All PLS Special Education Students have a level 1 IEP.																					
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Instrument Rental Fee-Orchestra (36 x \$80)																		2,607			
Instrument Rental Fee-Percussion (8 x \$50)																		400			
Instructional Materials Fee K-4 (107* \$45)																		4,815			
Instructional Materials Fee 5-12 (241* \$90)																		21,690			
Nursery School (PK) Program Fee (19 x \$1,540)																		29,260			
Lost/Not Returned Library Books																		?			
Late Payment Fees (at University cost)																		?			
Textbook-Unreasonable Wear & Loss																		?			
Total Fee Revenue																		\$ 62,327.00			
Total R & D REVENUE																		\$ 5,542,446.90			
Accounts & Costs																					
Regular Education																		\$ 3,222,666.00			
Building																		\$ 248,329.31			
Elementary, Middle & High School																		\$ 20,600.00			
Special Education, Guidance & Nurses																		\$ 299,266.00			
Speech, PD, Library																		\$ 173,002.00			
Technology																		\$ 194,113.00			
Administration																		\$ 388,131.00			
Merit																		\$ 320,966.00			
Music																		\$ 173,937.00			
Activities																		\$ 59,800.00			
Athletics																		\$ 205,800.00			
Meals																		\$ 238,752.00			
Total costs																		\$ 5,515,352.00			
BALANCE																		\$ 27,094.90			

Subject: summary Jan. 23 mtg.
From: Brenda Buzynski <brenda.buzynski@uni.edu>
Date: 1/23/2012 3:23 PM
To: cabinetonly@uni.edu

Cabinet only,

Attached is a summary of the Jan. 23, 8 am meeting.

Note - this was emailed to cabinetonly.

Several *** bold items requiring follow-up.

If questions, just let me know. Thanks, Brenda

--

Brenda Buzynski Ph.D.
UNI - Office of the President
20 Seerley Hall, Cedar Falls, IA 50614-0705
PH: 319-273-2566 FAX: 319-273-6494
Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Attachments:

Summary.Jan.23.2012.docx

27 bytes

Cabinet Meeting Summary
Monday, January 23, 2012 - SRL 119
8-9:30 am

Attendees: Ben Allen, Gloria Gibson, Pat Geadelmann, Terry Hogan, Michael Hager, Bill Calhoun, Jim O'Connor, and Shashi Kaparathi

8:50 – E. Wixted by phone

I. 8 am - President's Comments

***Tues. – Jan. 24 – 1 pm – Ben to meet with Tim, Jan, Ginny – those involved with child abuse – report – prepare remarks – comments for Ben – for the Feb. 6/7 meeting.

***Ben to check with Bob D. – change his review time on Feb. 6 if possible –

Update on Teams – the question/answer documents:

***Group A – needs to meet with HRS and Bruce (need numbers of # of people and \$'s and need sources of money (include academic program mergers in this group.) *meet again – Jan 23 at 10:30.

*** Group B – PLS – Code change is needed – before we can decouple R&D from PLS.

*** Group C - outsourcing and non-academic program mergers – Terry – and the team are reviewing past reports, answering the questions etc.

*** Group D- Athletics – Ben will meet with Troy week of Jan. 30.

***Group E – Reorg/mergers - Will NO LONGER need this group ***

NOW – only have 4 teams -- Groups A-D

***Need to work with the Bd. office – and we need to lobby for our \$4M approp. request out of the \$20M. Ben, Pat and Jeneane** (In other words 20M – 4M to UNI for our request – Then, 16M to still distribute between UNI, ISU, and Uoff from our Regents request.

***Timing – TUES (Jan. 24) 2 p.m. – Ben and VP's to visit with Bob Donley re: timing of decisions.

II. 8:50 am – Update on Wixted Documents – Eileen by phone
Recent articles have provided some good context to the changing environment.

1. Overall, there has been some interesting media coverage in DM Register lately
M. Bugeja- Sun – cost cutting measures universities should consider
M. Kilen – Sat – positive article on UNI
E. Schettler - Enrollment – 1st time applicants are up 8%

2. Wed -

Meet and Confer meeting – will be Jan. 25 – 2:30

Page 9 – EMAIL to be sent Jan. 25

Holding statement = talking points

Comments:

- This is “transformational” – we want to focus – on transforming for the future – (we don’t want the entire focus to be on “budget/funding”)

**** “Overall – we need to initiate efforts to make the university more effective and efficient – therefore – one tool to do this – is a reduction in GF support to an area, closing a low enrollment program, etc.”**

3. Page 8 and 9 – need to be consistent.

****Do not include language re: “packages to be offered etc.” ...**

***** Need to share “messages” – with Bob Donley – before they go out. Bob D. to decide if the Regents should receive this message –**

4. Page 10 – Holding media statement – would not be “sent” – but used by Jim – when speaking with media

Jim – may need to contact these 3 in advance –to clarify what is happening:

w/cf courier

gazette

dm register

Need to ensure compliance with the contract – and we are meeting to define a program area –

5. ***** don’t want a media story on the UF contract *****

At this time – we are discussing a “process” --- don’t want a big story etc. – hope Jim to handle all press at this time –

****Not until we have “major news items” – e.g. – a program reduction cut etc. – then Ben – may need to visit with the media**

***Note: Overall message – we have not done this before – where tenure-tracked faculty are affected. This is a first.**

6. Strategy – was recommended Ben visit with DM Register editorial staff – to provide context on why these changes are being made – provide some context to the changes – so that when changes are made – DM Register understands – what is happening

*** Jim – would have to contact the DM Register – to arrange this visit –

*At this time – Ben is still considering this option.

7. *** - **Page 7** - Need to reduce this list --- however- we want to be the first – to inform – key stakeholders – of the process and what is moving forward....

8. Big announcement – is when - “program closures are stated that will impact tenured faculty”and in addition to this – there will also be outsourcing, mergers etc...

III. Good of the Order

Budget Meeting held immediately following.

Board of Regents meeting – Feb. 6-7 in Ames

Next “regular” meeting: Feb. 13 – 8-9:30 am

Financial info. PLS school

Subject: financial info. PLS school

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 1/24/2012 6:45 PM

To: "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, Ben Allen <ben.allen@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

Financial info. from Gary S. and Bruce R. - on 12.12.11 - is attached.

Brenda

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

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Attachments:

Shontz.info.12.12.11.pdf	27 bytes
Bruce.12.12.11.pdf	27 bytes

RDDD School Study
 GEF Cost of the Program and the Facility it Occupies
 Version 1 - Transfer Tenure-Track Professors to C & I
 Prepared December 12, 2011

CONFIDENTIAL

Cost Saving Projection: Elimination of RDDD School program and facility with exception of Fieldhouse.

General Educational Fund Direct Costs:

General Educational Fund transfer to the RDDD School 3,281,001

Less: Retain tenure-track professors of assistant or above

Countryman-tenured professor	81,648	
Stone-tenured professor	92,930	
Swann-tenured associate professor	93,401	
Beharka-probationary assistant professor	61,088	
Zwanziger-probationary assistant professor	61,513	
Cost to retain tenure track professors of asst & above		(390,580)

Net Direct General Educational Fund Savings 2,890,421

General Educational Fund Indirect Costs-Physical Plant:

Utilities-electricity (no meter--estimate)(fuel cost only)	96,876
Utilities-steam (metered)(fuel cost only)	123,078
Utilities-Non-heating gas-meter 2-13402	228
Utilities-Non-heating gas-meter 2-20365	587
Utilities-Water-meter 1441993	5,200
Utilities-Sewer-meter 1441993	11,948
Insurance 186,000 sq feet; 42.9 MM bldg; 5 MM contents	23,207
Custodial labor	204,698
Custodial supplies	19,204
Area maintenance	15,528
Preventative maintenance	6,197
Operations and maintenance labor	42,691
Operations and maintenance supplies and services	24,005
Outside vendor maintenance	3,123
Grounds Area VII horticultural maintenance	18,597
Grounds Area VII litter/trash removal	17,499
Pest control labor	2,110
Pest control supplies	127
Grounds Area VII turf-mowing, trimming, edging	14,494
Grounds Area VII Repair	1,466
North elevator preventative maintenance	751
North elevator repair	186
South elevator preventative maintenance	662
West elevator preventative maintenance	523
Total Indirect Costs	632,985 <i>Fy11</i>

Total Indirect Costs x .9 569,686

Total Possible Cost Savings 3,460,107

RDDD School Study
 GEF Cost of the Program and the Facility it Occupies
 Version 2 - Transfer Tenure Track Professors & Tenured Instructors to C & I
 Prepared December 12, 2011

CONFIDENTIAL

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 Beharka-probationary assistant professor 61,088
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 Cost to retain tenure track professors of asst & above (390,580)

Less: Retain tenured instructors

July 2011
 Maltas-tenured instructor 61,034
 Bromwich-tenured instructor 65,940
 Lockhart-tenured instructor 69,968
 Guenther-tenured instructor 80,206
 Hoffman-tenured instructor 72,857
 Spurr-tenured instructor 62,169
 Weber-tenured instructor 81,082
 Breitbach-tenured instructor 69,036
 Stichter, Mary-tenured instructor 79,644
 Knivslund-tenured instructor 76,912
 Doyle-tenured instructor 73,686
 Nielsen-tenured instructor 75,731
 Dykstra-tenured instructor 88,467
 Beckman-tenured instructor 79,072
 Miller-tenured instructor 88,039
 Struck-tenured instructor 92,135
 Hawbaker-tenured instructor 79,274
 Sticher, James-tenured instructor 76,652
 Cryer-tenured instructor - (project 2012) 72,340
 Cost to retain tenured instructors (1,444,244)

salary
+ benefits

Net Direct General Educational Fund Savings

1,446,177

Continued on Next Page

CONFIDENTIAL

General Educational Fund Indirect Costs-Physical Plant:

Utilities-electricity (no meter--estimate)(fuel cost only)	96,876
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North elevator repair	186
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West elevator preventative maintenance	523
Total Indirect Costs	<u>632,985</u>

Total Indirect Costs x .9

569,686

Total Possible Cost Savings

2,015,863

RDDD School Study
GEF Cost of the Program and the Facility It Occupies
Notes
Prepared December 12, 2011

CONFIDENTIAL

Notes

Program costs are GEF costs per the F12 initial budget.
January 1, 2012 salary increases for United Faculty are not included.

Indirect Physical Plant costs are F11 actual costs of the facility per the Job Cost System.

Electricity consumed by PLS is not metered, but steam consumption is metered. PLS utilizes 3.75 percent of campus steam production. Assumed 3.75 percent of electricity production.

Indirect costs do not include subsidies provided by College of Education for deficit elimination.

Labor concerns: UF contract provides for reduction in force. Temporary, term, and probationary tenure-track faculty must be eliminated before tenured faculty. UF would likely file grievances and a lawsuit. It may be possible to place P & S employees in other positions. P & S employees with continuing service must be provided 90 days notice and P & S employees with a term or probationary appointment should be provided 60 days notice. AFSCME employees have a contractual right to another position. A layoff plan must be filed with the Governor's Office for AFSCME employees. Any persons unemployed are entitled to unemployment compensation for 26 weeks. The University would be invoiced for the cost of the unemployment compensation by the State.

Assumed the facility would be razed with the exception of the Fieldhouse at a cost of \$1,500,000.

Deferred maintenance of \$16,976,850 could be removed from the list if the facility is razed.

Assumed the Fieldhouse would be assigned to Intercollegiate Athletics.

Assumed the Child Development Center would be moved to another facility.

Assumed 90 percent of Physical Plant indirect costs could be saved if the facility is razed. (The Fieldhouse is ten percent of the net assignable square feet.)

There is a \$170,000 ADA/Fire Safety Project underway in the facility. Should be stopped?

A \$4x,xxx dishwasher has been bid for the Nutrition Program. Should the order be placed on hold?

UNIVERSITY OF NORTHERN IOWA
R & D School Data

GEF Support:

SWFB	\$ 3,215,675
Supplies & Svcs	65,326
Total Support	<u>\$ 3,281,001</u>

Employee Count:

1) Executive/Administrative/Managerial	1
2) Instruction (faculty) - 31	
Tenured	22
Probationary	9 2 shaded + 7
3) Faculty-Term/Renewable Term - hired fall '11 - 2 yr. appt.	17
4) Other Professionals	6
5) Clerical and Secretarial	4
6) Technical/Paraprofessionals	1
Total Count	<u>60</u>

1.1 Fee.
Spec. Ed.
3.3 HF
2.0 - per pupil
5.4

= FUND = 2800

in elsewhere
16% = County/area
18% = State
8% =
salary

Subject: Special UNI Faculty Senate Meeting--next Monday, 2/20/12

From: Sherry Nuss <sherry.nuss@uni.edu>

Date: 2/13/2012 8:52 PM

To: senate-minutes@uni.edu, FacultySenate@uni.edu

UNI Faculty:

Below and attached you will find a special message to all UNI Faculty from Jeff Funderburk, Chair, UNI Faculty Senate.

Sherry Nuss

Administrative Assistant

Colleagues:

At the regular meeting of the UNI Faculty Senate (Feb 13, 2012), it was decided to call a special meeting to be held **Monday, February 20, 2012, at 3:30pm** in the University Room of the Maucker Union.

This special meeting is for the purpose of discussing issues raised in a communication to the Senate (included below) regarding budgetary priorities here at UNI.

I'm writing to each of you because I think you may be the only hope UF and the Faculty Senate has of protecting faculty from what may be the misguided efforts of this administration to cut academic programs in favor of further Athletic and ancillary unit deficit financing. My view is that UF and the Faculty Senate has not done a very good job of publicly pointing out that the UNI administration is conveniently ignoring some \$8 million in deficit losses coming out of Athletics, the Wellness Center, and other non-academic, ancillary units at the university in order to make a case for closing down academic programs. If UF along with the UNI Faculty Senate does not insist on eliminating those \$8 million deficits before even discussing program cuts, they are abdicating their responsibilities to safeguard the academic budget from the raiding of funds by non academic enterprises here at UNI[something that has been going on for the last 15 years, with ever greater deficits each year] . If this issue goes by the wayside, there will be further deeper cuts in the future and academic programs will implode. While an argument could be made that some academic programs might be restructured, leaving those \$8 million deficits in place are hypocritical to any institution claiming they care about the quality of education for students. Along those same lines, it should be noted that the Athletic Department budget lost more money last year than the previous year - calling into question the genuine interest on the part of UNI administrators to reduce Athletic spending as requested by the Faculty in a resolution several years ago. If UF continues to meet and confer on this issue without going public

with these deficits, it is merely acquiescing to what the administration wants to do -- namely cut academic programs and scholarships, in order to feed the already burgeoning Athletic, Wellness Center, etc. deficits. If this continues pretty soon we will not have a university to talk about ---at some point we will have most students coming here for the last 2 years of college, less programs for them to enroll in when considering UNI, less faculty to provide them with an education, and a very expensive Athletic program bleeding all the resources from academic programs.

The intent of this special meeting is to discuss and determine if additional Senate action on this topic is appropriate and what form such action might take. No other docket items will be discussed and this meeting will not affect the ongoing regular business scheduled before the Senate.

As with all meetings of the UNI Faculty Senate, concerned members of the university community are encouraged to attend and take part in the discussions.

Sincerely,

Jeffrey Funderburk
Chair, UNI Faculty Senate 2011-12

Attachments:

special senate meeting.doc

27 bytes

Subject: Re: TEF Special Meeting

From: Melissa Beall <melissa.beall@uni.edu>

Date: 2/24/2012 10:48 PM

To: Benjamin Forsyth <benjamin.forsyth@uni.edu>

CC: Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes!

Melissa L. Beall

On Fri, Feb 24, 2012 at 8:57 PM, Benjamin Forsyth <benjamin.forsyth@uni.edu> wrote:

I vote yes.

Benjamin Forsyth, Ph.D.

Assistant Professor

Educational Psychology and Foundations

University of Northern Iowa

Cedar Falls, IA 50614-0607

(319) 273-7901

On Feb 24, 2012, at 7:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that

meeting:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year
- the opportunity to provide the Regents additional data

Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn
--
Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Subject: Re: TEF Special Meeting

From: Betty Zan <betty.zan@uni.edu>

Date: 2/24/2012 11:03 PM

To: Becky Hawbaker <becky.hawbaker@uni.edu>

CC: TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote YES.

Betsy Zan

On 2/23/12 10:05 PM, Becky Hawbaker wrote:

According to the UNI Teacher Education bylaws: "Special meetings of the Teacher Education Faculty may be called by petition of 25 voting members of the Teacher Education Faculty. The petition is submitted to the Chair of the TEF and must specify the reasons for calling the meeting. Such meetings shall take place within 30 calendar days of receipt of the petition. Twenty percent of the voting members of the Teacher Education Faculty shall be present to constitute a quorum for voting. Voting may also be conducted electronically.....All faculty who regularly teach Professional Education Sequence courses or methods courses in any college or who supervise field experiences are required voting members"

As TEF Chair, I have received a such a petition for a special emergency meeting to respond to President Allen's recommendation to close Price Lab School effective June 30, 2012. See below:

"The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education

program at serious risk. Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for tomorrow, Friday, February 24th, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation. Further, the petitioners call for special meetings of the UNI Elementary and Secondary Senates on Teacher Education to do the same"

I hearby call for a special emergency meeting of the UNI Teacher Education Faculty for tomorrow, Friday, February 24th at 3:30, in Schindler Education Center. I have requested a classroom, but if one is not available, we will meet in the lobby. Given the timeline, I will attempt to make an electronic ballot available even if a quorum is present at the meeting.

FYI, below is an email I sent to PDS Site Coordinators in Cedar Falls and Waterloo Schools this morning. So far, I have responses from only two schools...with mixed reactions (not counting the responses from those who said only that they are praying for me)

As you know, yesterday UNI President Ben Allen announced that he is recommending the closure of Price Lab School effective July 1, 2012. My faculty line is in Price Lab and the extent of layoffs and reassignments is unclear. It may not be my job to coordinate field experiences with you next year, but it will be someone's job, so I want to be proactive about gathering information for whoever is in that role regarding the extent to which we can scale up to absorb field experiences currently at Price Lab.

Every year there are more than 1000 student field experiences at Price Lab (varying from 1377 to a high of 1904 last year) that total more than 20,000 contact hours. Not all are absolutely required to meet minimum required by the state (80 hours prior to student teaching), but they are all important to maintaining a quality program.

The most critical need will be the Level 2 field experience. Last year,

there were about 300 Level 2s in the fall and spring semesters and about 20 in May term. That usually breaks down as 200 elementary and 100 secondary, although secondary numbers have been increasing. The current configuration of Level 2 is 25 hours with a placement that allows students to see learning progressions (i.e., scheduling the student multiple times per week rather than once a week like Level 1). Level 2 students are expected to plan and teach two formal lessons using the Teacher Work Sample methodology. When we piloted some Level 2 placements at Hansen, Central, Cedar Falls, and Edison in 2007, we provided a university supervisor to provide the journaling, reflection, and lesson planning expectations for the experience to limit demands on the mentor teacher, and I would hope that the new model would preserve that and other supports for the mentor teachers.

The other experiences are varied. Many are experiences your teachers have hosted before, but UNI used Price Lab as the back up when they could not find enough teachers (e.g., the science methods courses, math methods courses, elementary literacy courses, elementary social studies methods). Others have used Price Lab exclusively for all sections of the course (e.g., Expressive Arts).

If these most of these experiences are maintained and if they continue to occur in the local area, I estimate that UNI will need to roughly triple the number of placements in all of the local schools (including the rural and private schools we work with). It may be that UNI will need to develop models that would enable students to complete field experiences outside of the local area in our student teaching network to meet this demand, but those relationships and models take time to develop.

I'll be honest. I am in a complete panic about how to make this all work in time for fall, and sort of hope it won't be my job to do it. Please discuss this with your teachers and ask them about their willingness to host Level 2 students and/or to increase the number of Level 1, 3 or other experiences, and tell me what they say and what you think. Consider whether it would be best to move to models in which schools specialize in a particular experience rather than placing multiple

experiences in all schools and other strategies or approaches.

Thank you for all of your support. I will stay in contact and pass on information from my end and hope that you will do the same from yours.

--

Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

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Betty Zan, Ph.D.
Director, Regents' Center for Early Developmental Education
107 Schindler Education Center
University of Northern Iowa
Cedar Falls, IA 50614-0616
phone 319-273-2101
fax 319-273-6451

Subject: Motion

From: Becky Hawbaker <becky.hawbaker@uni.edu>

Date: 2/25/2012 7:54 AM

To: TEF-all@uni.edu

In a special meeting on February 24, 2012, the University of Northern Iowa Teacher Education Faculty voted unanimously against supporting President Ben Allen's recent recommendation to close Malcolm Price Laboratory School.

In the petition to call the meeting and in discussion at the meeting itself, strong concerns were raised about the process in which the decision was reached, the lack of transparency and consultation with teacher education governance bodies, the impact of closing of MPLS on UNI's relationships with the area schools and on the quality of the program as a whole, and for the absence of a clear plan to replace the contributions of MPLS by fall semester. The potential benefits and risks of a large-scale PDS model were also discussed.

A vote of no confidence in President Allen was moved but was not taken to a vote (contrary to reports via social media). Time did not allow for full consideration of additional motions to complete the TEF response. A petition is circulating to call for an additional emergency meeting.

Regardless of whether time and circumstance allow for another meeting, I urge TEF members to take an individual stand with decision makers and to continue to be supportive and good to each other.

--

Becky Wilson Hawbaker

Director of the Professional Development School (PDS)

Coordinator of Field Experiences

Coordinator of Teacher Education Initiatives at Price Lab School

University of Northern Iowa

office (319) 273-7664

fax (319) 273-6457

Fwd: white paper on PDS & PLS role in teacher educ

Subject: Fwd: white paper on PDS & PLS role in teacher educ

From: "Dwight C. Watson" <dwright.watson@uni.edu>

Date: 2/25/2012 1:36 PM

To: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

CC: Stacey Christensen <stacey.christensen@uni.edu>, Patricia Geadelmann <patricia.geadelmann@uni.edu>

The points in this white paper are indeed factors we must consider as we move forward.

Sent from my iPad

Begin forwarded message:

From: jody.stone@uni.edu

Date: February 23, 2012 7:40:46 PM CST

To: Lyn Countryman <Lyn.countryman@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, karen couch breitbach <karen.breitbach@uni.edu>, Nadene Davidson <nadene.davidson@uni.edu>

Subject: white paper on PDS & PLS role in teacher educ

Lyn, Dwight, Nadene, and Karen,

Here is the white paper I wrote in 2007 on the Role of MPLS in Teacher Education. I tried to shorten it, but it builds a logical argument that cannot really be trimmed. I think it presents a pretty strong case for the ways that MPLS is far superior for early field experiences than what we would get without it. Especially interesting is the section on Barriers to Successful PDSs, all of which MPLS has overcome.

Jody

=

— Attachments: —

The Role of PLS in Teacher Education.2012.doc

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Early Field Experiences in Teacher Education and the Role of Price Laboratory School

Prepared by Jody Stone, Professor of Teaching & Science Education
Jan. 12, 2007 Updated Feb. 20, 2012

UNI's Early Field Experiences

Early field experiences in teacher education refer to school-based classroom experiences engaged in by teacher education majors prior to student teaching. The State of Iowa requires 50 hours of field experiences be completed prior to student teaching. In addition, 10 of those hours must be completed prior to formal admittance into the teacher education program. Here at UNI, our field experiences are denoted by different levels. Table 1 summarizes the description, hours and typical locations of those field experiences.

Table 1: UNI Field Experience Information

	Field Experience Designation	General Description	Hours per student	Location & approx, number per year in 2011
Early Field Experiences	Level I (observation)	Classroom observation	30 hours	Area public/private schools* (656 students)
	Level II (participation)	Active classroom "participation" and lesson teaching	25 hours	PLS (637 students at PLS)
	Level III (methods)	Active classroom participation and lesson teaching	Varies with major	PLS (782 students from 47 UNI classes at PLS) & Area schools
	Level IV (student teaching)	Active teaching in 2 separate locations	16 weeks	Iowa schools & beyond*

* Note: There are exceptions in that PLS occasionally hosts Level I and Level IV field experience teacher education students.

Research on the Benefits of Early Field Experiences

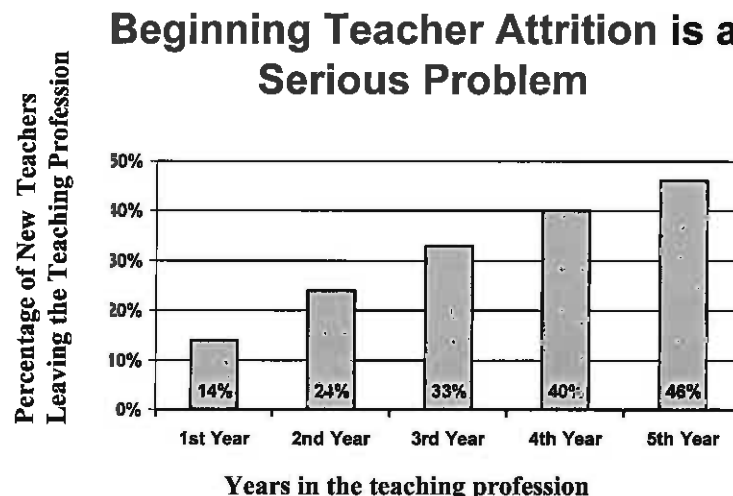
Within the past two decades a number of national reports have stressed the need for major improvements in the preparation of teachers as a foundation for other educational reform efforts. The Carnegie Forum on Education and the Economy (1986), the Holmes Group (1986), the National Commission on Teaching & America's Future (1996), the National Commission on Excellence in Education (1983), Goodlad (1990), Darling-Hammond (1997) and Levine (2006) have all recommended future teachers have more authentic experiences to enable them to cope with the increasing complexity, challenges, and diversity of current schools and classrooms. This call for more field experiences in teacher education presents many challenges that teacher education institutions across the nation are currently striving to address.

Sending teacher candidates to OBSERVE in schools does not result in the type of substantive learning needed to become a successful teacher. Careful guidance and reflection to help candidates focus on critical aspects of classroom teaching and interactions and to help them interpret what they see are necessary for candidates to benefit from field experiences Huling, et al., 1998). According to Huling, in addition to OBSERVING, field experiences must include participation in activities such as tutoring individual and small groups of students, preparing instructional materials, grading student work, and supervising students at assemblies, in hallways, and on field trips.

The National Commission on Teaching and America's Future recognizes the importance of strong clinical practice to develop effective teaching skills. They are supported in this belief by the Carnegie Corporation as they write "Excellent teaching is a clinical skill . . . clinical practice in schools takes place in complex public environments and entails interaction with pupils, colleagues, administrators, families, and communities.... Exemplary teacher education provides for clinical education in a clinical setting." Most public schools are not equipped to provide these types of experiences, as their focus must remain on their K-12 students, not on mentoring teacher education students. Without the integration of knowledge and skills in a well-designed and carefully supervised clinical practice setting, the education and training of a new teacher is incomplete. The lack of clinical skills and experience feeds the high levels of burnout and attrition found among new teachers throughout the country (Allsop & DeMarie, 2006).

As can be seen in Figure 1, there is a huge drop-out rate for new teachers in their first five years of teaching. There is a relationship between this drop out rate and the quality of the teacher education program, specifically the field experience base of the teacher education program. Figure 2 shows the relationship between participation in various aspects of teacher education training and attrition rate. The last three items in Figure 2

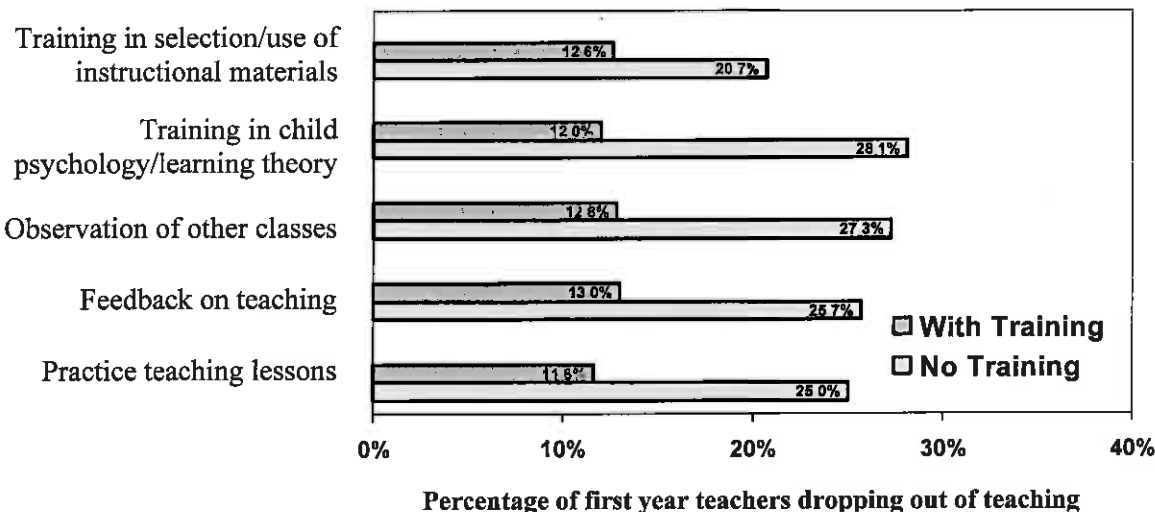
Figure 1: Attrition Rates of New Teachers in the First Five Years of Teaching.



Source: Richard Ingersoll, adapted for NCTAF from "The Teacher Shortage: A Case of Wrong Diagnosis and Wrong Prescription." *NASSP Bulletin* 86 (June 2002): pp. 16-31.

Figure 2: Relationship between Various Components of Teacher Education Programs vs. Teacher Attrition.

Teacher Preparation Reduces First Year Teacher Attrition (2000-01)



Source: Richard Ingersoll University of Pennsylvania, original analysis for NCTAF 2000-01 Teacher Follow-up Survey

all deal directly with experiences provided through field experiences. As can be seen, teacher attrition rates are greatly reduced among teachers who were trained through field-based teacher education programs.

Components of High Quality Early Field Experiences

The ever growing teacher shortage makes it a state and national priority to help ensure that a significantly larger number of new teachers remain in the profession. In addition, UNI has a strong tradition of offering excellent education to students in all majors and a strong obligation to continue to do so. These factors make it essential that UNI continue to not only offer but to improve upon their quality early field experiences.

We can also look to the research and to work by national teacher education organizations to glean those components essential for high quality early field experiences. Supported principles of excellent early field experiences are summarized below.

Essential components of high quality early field experiences include:

1. experiences that are carefully structured to meet specified objectives (Darling-Hammond, 1997),
2. jointly planned experiences involving both the site schools and their higher education partners in the planning process (NCTAF, 2003),
3. experiences that include a range of effective teaching and learning strategies (NCTAF, 2003),
4. experiences that include a diverse population of students in a variety of settings,

5. experiences with cooperating teachers who actively demonstrate quality teaching consistent with the type of learner-centered instruction advocated by most teacher preparation institutions (Huling, 1998),
6. extensive collaboration between PK-12 institutions and their higher education partners (Slick, 1995) (NCTAF, 2003),
7. experiences which allow preservice teacher candidates to spend significant amounts of time actively participating in the classroom,
8. experiences which allow preservice teacher candidates to spend significant amounts of time in conference with the supervising teacher in addition to the time spent in the K-12 classroom (Huling, 1998),
9. experiences which provide a formal mechanism for evaluation and written feedback to the teacher candidate, employing detailed rubrics for evaluation.
10. experiences which provide opportunities for preservice teacher candidates to view and participate in non-classroom aspects of teaching such as parent conferences, hall duty, class meetings, advisory groups, special events, fieldtrips, and team meetings. (NCTAF, 2003) (Allsopp & DeMarie, 2006).

Professional Development Schools as a Vehicle for Providing Early Field Experiences

Many of the points listed above present difficult challenges to most teacher education institutions. **These challenges arise primarily as a result of the extensive collaboration that must occur between the field experience site and the teacher education institution in order to have an effective early field experience program.** Professional Development Schools (PDS), which have collaborative teacher preparation as one of their primary purposes, have been developed to address these same persistent challenges. The paragraphs that follow provide a brief summary of the purpose, challenges and barriers of professional development schools.

PDSs were established primarily to provide clinical settings for teacher candidates in training. When done well, the best PDS sites take an integrated approach to three functions: 1) improving teaching and learning for preK-12 students, 2) providing a field experience site for preservice teachers, and 3) professional development for teachers and administrators (NCTAF, 2003 and Ross et. al, 1999). PDSs are designed to be mutually beneficial to the PDS and its college/university partner. The PDS provides a site for extensive teacher education candidates to have their field experiences and, in doing so, agree to model teaching practices consistent with teaching practices espoused by their university partners. In turn, the university provides the PDS with free professional development, including training of all cooperating teachers as well as faculty-wide training on new trends in education or other areas of need for the public school. The intended result is both improved K-12 student learning and improved field experiences for teacher education students.

However, **only a small percentage of the nation's education schools have committed the resources needed to support PDS programs. Successful PDS placement of teacher candidates requires a reallocation of campus-based funds and significant redesign of faculty roles and responsibilities. Teaching in a PDS requires much more time than on-campus teaching,** yet university faculty often are not appropriately rewarded for this effort. Supervising students in the field or working with K-12 faculty

are even more out of alignment with traditional faculty tenure policies and present significant barriers to the success of PDSs. **Currently the reward systems are not conducive to the success of the PDS nor have adequate resources been devoted to support quality teacher preparation in clinical settings via PDS** (Allsoop & Demarie, 2006). Valli et al. (1997) state that “PDS achievements still fall short of expectations” (p. 252). On the basis of a more inclusive search Abdal-Haqq (1998) asserted that “the majority of PDSs appear to serve primarily as more efficient delivery systems for education teachers who continue to teach traditional subject matter in traditional fashion in traditional schools” (p. 70). The issues of time and cost have not effectively been addressed. Many collaborative alliances between PDSs and their partner universities exist on the periphery of both schools and universities but those PDSs appear to be staffed by volunteers who are not well rewarded for their efforts and collaborative relationships are fragile at best (Abdal-Haqq (1998).

While the establishment of a PDS greatly facilitates the delivery of early field experiences to teacher candidates, it is a highly time- and labor-intensive endeavor that requires ongoing commitment, collaboration, and significant resources to maintain. Below are listed a number of the most significant barriers to successful PDSs as supported by the research.

Barriers to successful PDS include:

- **PDSs have been increasingly unable to provide release time for classroom teachers already burdened with inflexible and overloaded schedules.** Adbul-Haqq (1998) supports this statement when he states (p. 49) “In general, there appears to be either a precarious reliance on purchasing time with grant funds or an apologetic and resigned acceptance that PDSs work is an add-on that requires sacrifices of personal and professional time by school and university teachers.”
- **To engage in the type of activity advocated in the PDS agenda, classroom teachers and teacher educators must make major revisions to their instruction and the manner in which they study the effectiveness of that instruction (Ross, et al. 1999).** To date, this has not occurred in the vast majority of existing PDSs.
- **When initiating PDSs, schools and universities have been naïve about the time required.** They entered PDS collaborations without knowledge about the need to restructure and the time required (Ross, et al. 1999).
- **The reward structure in both K-12 schools and universities/colleges run counter to supportive collaboration.** Teachers need the time and support to work outside of class with teacher education students and to concentrate on improving their instruction so they may better serve as models of excellent instruction, while teacher education faculty need institutional recognition for working with public schools. Both of these factors seem to be lacking in most existing PDSs (Hausfather, 2000).
- **Almost no PDSs have permanent budget allocations within school or university budgets; most are supported with grant funds and flounder when funding lapses** Valli, et al. (1997).

- **The focus of a PDS is designed to be on teacher education, when the reality is that public schools must place their focus on their own K-12 students. This disconnect presents challenges difficult, if not impossible to overcome (Levine, 1997; NCATE, 2001; Ross et al. 1999).**
- Other school professionals are essentially absent from the literature reporting the relationships impact of PDSs on the professional development of the PDS. Addal-Haqq (1998) believes this signifies a persistent problem; that the burden of success in PDS work seems to lie solely and squarely on the shoulders of the K-12 teachers – a statement that describes the reality of PDSs better than one would expect. (Ross, et al., 1999)
- **There is little, if any, evidence that teaching practices, and more importantly, K-12 student achievement has improved as a result of the PDS relationship (Ross et al., 1999).**
- Superintendents, working with their Boards of Education and their principals, will have to rethink and redesign teachers' work in schools if PDS success is to become more than an isolated occurrence. Steps must be taken collaboratively at each university and district level to develop the policies required for structural change (after determining organizational need and instructional capacity) before there can be more than isolated successes. Once institutional commitments are made to provide significant resources and support for structural change, an institutional expectation of success and accompanying accountability can be developed. This requires support and common agreement that includes university presidents, deans and teacher educators, as well as superintendents, principals and public school teachers (Ross, et al, 1999).
- Accomplishing the PDS agenda requires that schools and universities critically examine the core assumptions about the purpose s and definitions of work manifested in the organizational structures within both institutions; that is, it needs to alter the fundamental ways in which the organizations are put together. This might require new goals, structures and roles that transform ways of doing things into new ways of solving persistent problems (Ross et al, 1999). **Since both partners in the PDS have different priorities, the critical question arises is whether PDSs can ever hope to be totally effective as they are doomed to never be on the same page.** Colleges cannot impose their own agendas on K-12 schools. Until universities are willing to commit the necessary time and resources to help their partner PDSs improve their instruction, universities cannot expect the PDS to change. **The key to a successful PDS is to have the PDS and their university partner have the same goal. From the teacher education perspective, that goals must be the delivery of a high quality teacher education program.**

Price Laboratory School as PDS

Price Laboratory School (PLS) is already serving in the role of a PDS for UNI's teacher education program. PLS is ideally suited for this purpose for a number of reasons.

- There is no "disconnect" between the purpose of PLS and UNI's teacher education program. The goal of both institutions is to have a high quality teacher education program. One of the stated missions of PLS is teacher education and

all PLS faculty are expected to actively engaged in our teacher education mission.

- The PLS faculty have been hired with the expectation that their primary goal is their involvement with teacher education. This requires that their classroom exemplify excellent teaching and innovation. These commitments are not “voluntary”, as is the case with working with UNI field experience students in our public schools; rather it is an expectation for everyone.
- PLS can respond more quickly, effectively and strategically to the need for change and innovation. We are not bound by the normal rules of schools or by restrictions (and requirements for approval) imposed by governing schools boards of a public school.
- UNI’s teacher education program is not obligated to develop and deliver a professional development program to PLS faculty as is typically the case with PDS. This allows UNI’s teacher education program to enjoy the benefits of a PDS without committing the time and resources generally required of PDSs.
- PLS is on the UNI campus and is conveniently located for easy access by both UNI students and teacher education professors.
- The PLS student population is more diverse than many area placements (other than Waterloo Schools) and offers students a realistic experience working with students of a wide range of abilities and backgrounds.

The research supports early field experiences as critical for teacher retention and success. In an effort to deliver more high quality field experiences, Professional Development Schools have been established in many teacher education programs. PDSs were established to meet three goals: improving teaching and learning for K-12 students, providing a site for high quality field experiences, and providing professional development for the K-12 teachers. However, the reality is that in most cases the only one of these three goals was accomplished; providing a site for field experiences. The benefits to public schools have been minimal. The high stakes pressures operating in public schools as a result of NCLB have forced them to keep their focus on student achievement as measured by standardized tests. The fact that teacher education institutions and public schools have different priorities severely decreases the chances of PDSs reaching their potential.

Price Laboratory School is already operating as a successful PDS. The mission of PLS is to serve the teacher education program at UNI, yet UNI does not need to devote additional resources to inservicing the PLS faculty, as is required in a regular PDS situation. PLS provides high quality, highly coordinated early field experiences to UNI teacher education students. The collaboration that occurs between PLS and other teacher education faculty help to ensure that the goals of teacher education are being reached.

References:

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Subject: Re: Student Address
From: Stacey Christensen <stacey.christensen@uni.edu>
Date: 2/25/2012 10:21 PM
To: Dwight Watson <dwright.watson@uni.edu>
CC: Stacey Christensen <Stacey.Christensen@uni.edu>, Benjamin Allen <allenbaf@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Patricia Geadelmann <patricia.geadelmann@uni.edu>

Dwight, I think your points are good. The main outcome of the meeting should be to calm students' concerns about their field experiences and about the quality of the experiences and our programs. If we believe it's true, I think we should also state the benefits to having more diverse educational settings and experiences that come outside of the MPLS setting. We should emphasize that students will be even more prepared with these diverse experiences.

Dwight, one thing I notice you continue to say is that you are concerned about the situation and future too. I think we need to be careful not to state this in a way that may appear that you don't have confidence in moving forward. You want to show strong leadership, vision and confidence in moving forward.

Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

On Feb 25, 2012, at 4:04 PM, Dwight Watson wrote:

<Collaborative Partnership.docx>

Subject: Re: Rally for Education, Fri. 3/02 4:00
From: Stacey Christensen <stacey.christensen@uni.edu>
Date: 2/27/2012 8:13 AM
To: Dwight C. Watson <dwight.watson@uni.edu>
CC: Stacey Christensen <stacey.christensen@uni.edu>, Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, James O'Connor <james.oconnor@uni.edu>

My gut says no. I think we need to call meetings where we are in the lead on the transition plan. This rally isn't the right setting for us to share our message.

I will be honest, in coming in to all of this on the back end and late in the process, I am a bit unclear on what direction and messaging points you all want me to use moving forward with the transition plans and weekly communiques among faculty, staff, MPLS students and parents.

I appreciate some guidance. Also, has a transition plan/team been announced?
Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

On Feb 25, 2012, at 12:56 PM, Dwight C. Watson wrote:

Should I attend?

Sent from my iPad

Begin forwarded message:

From: "snowden dena.snowden" <dena.snowden@cfu.net>
Date: February 25, 2012 11:36:12 AM CST
To: dwight.watson@uni.edu
Subject: Rally for Education, Fri. 3/02 4:00

Dean Watson-

On behalf of Ken Bleile, Malcolm Price Labortary School's Parent Advisory Committee Chair, I'd like to invite you to a Rally for Education, Friday, March 2nd at 4:00 PM at Maucker Union. Your voice

1 of 2

in this whole process has been, for the most part, unheard and we'd like to hear what you have to say in support of education at UNI. If you are able to attend, and willing to speak, we would like to have you kick things off by speaking first for a few minutes, shortly after 4:00.

Thank you!

Dena Snowden

1 of 2

1 of 2

Subject: Re: Student Presentation
From: Stacey Christensen <stacey.christensen@uni.edu>
Date: 2/27/2012 9:27 AM
To: Dwight Watson <dwight.watson@uni.edu>
CC: Stacey Christensen <Stacey.Christensen@uni.edu>, Benjamin Allen <ben.allen@uni.edu>, Patricia Geadelmann <patricia.geadelmann@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Jennifer Yarrow <Jennifer.Yarrow@uni.edu>

I plan to go over at 11 a.m. for this first meeting to get a sense of the dialogue, etc. There may also be media that will want comment following. I have made a few more suggestions to this document. I really think we need to downplay the strengths and emotional attachments to the MPLS, as we are trying to assure students that we will emerge strong without the lab school. Let's also stay away from the word "demise." It's a very strong word that can have negative implications.

I am confirming the following agenda:

- 1) Dwight welcomes and introduces the President.
- 2) President Allen greets the students and briefly explains where we are in the process, today's BOR call and the reasons for his recommendation.
- 3) President Allen turns it over to Dwight to discuss the attached messages in his communication -- the process moving forward, etc.
- 4) I recommend that the Dean or teacher education chairs send bi-weekly updates on the transition moving forward and that you let the students know you will continue to communicate.

If there are media, I am going to say it's a closed meeting. Following the meeting, do you want to be available for a few questions from the media? It would be a good idea to show the positive side of transitioning with a new plan and your commitment to a strong teacher education experience for our students.

Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

On Feb 27, 2012, at 7:21 AM, Dwight Watson wrote:

Thanks for the feedback on this document. I have made modifications.
<Collaborative Partnership.docx>

Attachments:

teacher ed meeting.docx

27 bytes

Subject: Fwd: Price Lab transforming to Iowa's R & D Update
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/9/2012 8:08 AM
To: Ben Allen <ben.allen@UNI.edu>
CC: Jennifer Yarrow <jennifer.yarrow@uni.edu>

Ben:

Again, this is inappropriate unless you or Jason Glass have approved this type of communication. Gloria

----- Original Message -----

Subject:Price Lab transforming to Iowa's R & D Update
Date:Wed, 8 Feb 2012 20:28:36 -0600
From:Lyn Countryman, Ph.D., NBCT <lyn.countryman@uni.edu>

As an update on the progress we have made on our Strategic Plan Goals for the Research and Development School, I am attaching a handout that outlines the innovative initiatives started, our productive research agenda, and our outreach to the state. If you have any questions feel free to ask.

----- Attached Message Part -----

Lyn Countryman, Ph.D.
Interim Director
Malcolm Price Lab School transforming into - Iowa's Research and Development School
University of Northern Iowa
Cedar Falls, Iowa 50613
124A
319-273-2614
Inspiring Innovation in Education

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

UNI Mission

----- Attachments: -----

Subject: Re: Media coverage -- United Faculty/MPLS

From: William Calhoun <bill.calhoun@uni.edu>

Date: 2/11/2012 9:34 PM

To: "James O'Connor" <james.oconnor@uni.edu>

CC: tamerliahanson@gmail.com, cabinet <cabinet@uni.edu>, Eileen Wixted <ewixted@wpntworld.com>, Stacey Christensen <Stacey.Christensen@uni.edu>

Ben/Jim-

What are your thoughts about call to Mike P about this?

Bill

On Feb 11, 2012 8:25 PM, "James O'Connor" <james.oconnor@uni.edu> wrote:
Cabinet,

Emily Christensen at the Courier is working on story about MPLS potentially closing. This based on "several" calls she has received and an email she was copied on that went out to MPLS faculty. When I spoke to her I told that the Cabinet continues to look at options and that nothing is off the table, but no final decisions have been made either. Please send any media calls about this issue to me.

Jim

James E. O'Connor, APR
Executive Director
University Relations
125 East Bartlett
University of Northern Iowa
Cedar Falls, IA 50614-0392
Phone: [\(319\) 273-2761](tel:(319)273-2761)
Fax: [\(319\) 273-2888](tel:(319)273-2888)
E-mail: james.oconnor@uni.edu

Subject: Fwd: Re: Fwd: UNI Reallocation Recc Questions.doc
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/26/2012 2:58 PM
To: Ben Allen <ben.allen@UNI.edu>
CC: Patricia Geadelmann <Patricia.Geadelmann@uni.edu>

Ben:

I think Pat's answers are very good. In regard to #4, I think you should mention the transition team. Faculty **will be** involved as we move forward with planning. In regard to #5, Academic Affairs also carries an \$800,000 deficit into FY 13, so we definitely still need the additional funding. We must also build to our strengths which requires, among other things, additional funding for highly qualified faculty in strategic areas. Gloria

----- Original Message -----

Subject:Re: Fwd: UNI Reallocation Recc Questions.doc

Date:Sun, 26 Feb 2012 14:26:23 -0600

From:Ben Allen <ben.allen@uni.edu>

Organization:University of Northern Iowa

To:Patricia Geadelmann <patricia.geadelmann@uni.edu>

CC:Gloria.gibson@uni.edu <Gloria.gibson@uni.edu>

Pat,

Your answers match up very well with the ones I developed--you have more detail and context. He sent me some more issues but I have not looked at them.

This is very helpful.

Ben

Patricia Geadelmann said the following on 2/26/2012 2:08 PM:

Ben,

Here are my responses to the questions:

1. Regent Miles, this decision has been made with an eye toward both strategic and long-term improvements to our teacher education program and to current and future budget realities. As I noted in my opening remarks, we are committed to providing the best possible clinical and theoretical preparation possible for students in our teacher education program. We want to move to the cutting edge of leadership as we develop

new and improved models. We are in facing "a new normal" with respect to the global economy, which is directly impacting the nation and state, and we must be mindful of those implications as we plan.

- 2. I believe this is the best long-term decision even if the budget is restored. In addition to the imperative to provide diverse clinical experiences, the issue of a \$30 million building still looms. Further, I cannot in good conscience advocate for an expenditure of that level, nor to continue a high per pupil cost of instruction in light of enrollment constraints. WE have additional critical needs within the College of Education to remain at the forefront --more attention to the role of technology, assessment strategies, the use of data in decisionmaking and instruction, research-based instruction, to name a few.
- 3. Closing absolutely does not mean abandoning a commitment to lead. Rather, it applies resources to better position ourselves to lead and prepare our students.
- 4. We have the broad outlines of the plan as you heard from Dean Watson, Dr. Stoakes, and Dr. Norris. We will face some initial challenges getting everything in place for Fall, but as I said earlier, we are committed to providing our faculty and staff the resources needed to do so. Further, we are committed to providing the necessary orientation for the teachers in the schools who will be partners. I am confident we can meet the challenges.
- 5. We most certainly do need the special appropriation requested of \$4 million for each of the next three years. UNI faces some significant infrastructure challenges, particularly with respect to technology. We will start FY13 with a \$4(?) obligation to meet contractual salary obligations. .(....this needs more work)

Ben Allen said the following on 2/26/2012 11:35 AM:

Gloria and Pat,

I am sending these to each of you and no one else. I might discuss this with the Cabinet after the phone call this evening but I do not want my responses to be viewed as being influenced by a communications strategy.

I do not want these draft possible questions to be widely distributed.

These are fair questions. Your thoughts are welcomed.

Ben

----- Original Message -----

Subject:UNI Reallocation Recc Questions.doc
Date:Sat, 25 Feb 2012 12:10:31 -0600
From:Dave Miles <dmiles@miles-capital.com>
To:Ben Allen <ben.allen@uni.edu>

Ben,

I left you a voicemail. I have attached draft questions that I may pose on Monday.

Best,

Dave

--

Patricia L. Geadelmann, Ed.D.
Special Assistant to the President for Board and Governmental Relations
University of Northern Iowa
20 Seerley Hall
Cedar Falls, IA 50614-0705
Phone: 319-273-6144
FAX: 319-273-6494

--

Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566
For deaf or hard of hearing, use Relay 711
Fax: 319-273-6494

Re:

Subject: Re:

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/19/2012 9:43 PM

To: Ben Allen <ben.allen@uni.edu>

CC: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>, BRENDA C BUZYNSKI <Brenda.Buzynski@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>, Jeneane Beck <jeneane.beck@uni.edu>

Ben,

This is a good start. I'm willing and available to help. Dwight was on the flight tonight from Minneapolis to Waterloo. He said he was feeling fine and seemed so to me.

See you in the morning.

Pat

Ben Allen said the following on 2/19/2012 8:16 PM:

Gloria, Pat and Brenda,

Given that the Senate Democrats wanted a paper on the new vision for an R&D school to take the place of the Lab School as a R&D school, I quickly came up with the material in the attachments. This is similar to what I told Jason Glass last week and he liked it. I think I am missing some pieces and the organizational chart needs a lot of work--content and appearance--Pat Allen volunteer to do this with some software that is outdated. This is also what I talked about with the five or six Democratic Senators last week in my impromptu seminar on the subject. I copied Jeneane so she can confirm how far off I am from what I told them.

I did not send this to Dwight because I was not sure where he was with respect to his health. I did not want to have him worry about this but he needs to be involved.

In short, we need this rewritten, made a bit more cutting edge, exciting and I need to get back to the Senators before we make an announcement. Jeneane, we need to decide how to do this--I assume I would have to drive down to Des Moines again to have a discussion. I really don't want this stuff floating around internet too broadly.

We can discuss tomorrow.

Thanks,

Ben

--
Patricia L. Geadelmann, Ed.D.

Special Assistant to the President for Board and Governmental Relations
University of Northern Iowa

20 Seerley Hall

Cedar Falls, IA 50614-0705

Phone: 319-273-6144

FAX: 319-273-6494

Re:

2 of 2

Subject: Re:

From: Jeneane Beck <jeneane.beck@uni.edu>

Date: 2/19/2012 10:04 PM

To: Ben Allen <ben.allen@uni.edu>

CC: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>, Patricia Geadelmann <Patricia.Geadelmann@uni.edu>, BRENDA C BUZYNSKI <Brenda.Buzynski@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>

President Allen,

I'm hesitant to weigh in since others are far more prepared to than me to provide advice. But the only section I thought could use a bit clarification is at the bottom of page two. I'm not sure the average legislator will understand what you mean by the "cost and time just to educate the preK-12 students." Does that mean the need to focus on day to day operations can take time away from a more dedicated focus on specific research?

Jeneane

The recommended alternative model will be in a better position to meet these objectives than having the R&D school at the Lab School (or having the Lab School as the R&D School) given the cost and time it has historically taken to operate a lab school just to educate the PreK-12 students.

On Sun, Feb 19, 2012 at 8:16 PM, Ben Allen <ben.allen@uni.edu> wrote:

Gloria, Pat and Brenda,

Given that the Senate Democrats wanted a paper on the new vision for an R&D school to take the place of the Lab School as a R&D school, I quickly came up with the material in the attachments. This is similar to what I told Jason Glass last week and he liked it. I think I am missing some pieces and the organizational chart needs a lot of work--content and appearance--Pat Allen volunteer to do this with some software that is outdated. This is also what I talked about with the five or six Democratic Senators last week in my impromptu seminar on the subject. I copied Jeneane so she can confirm how far off I am from what I told them.

I did not send this to Dwight because I was not sure where he was with respect to his health. I did not want to have him worry about this but he needs to be involved.

In short, we need this rewritten, made a bit more cutting edge, exciting and I need to get

back to the Senators before we make an announcement. Jeneane, we need to decide how to do this--I assume I would have to drive down to Des Moines again to have a discussion. I really don't want this stuff floating around internet too broadly.

We can discuss tomorrow.

Thanks,

Ben

--

Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566

For deaf or hard of hearing, use Relay 711

Fax: 319-273-6494

Jeneane Beck
UNI State Relations Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale IA 50322-7905
Cell phone 515-971-2563

Re: Question for tomorrow's meeting

Subject: Re: Question for tomorrow's meeting
From: "Dwight C. Watson" <dwright.watson@uni.edu>
Date: 2/22/2012 12:36 AM
To: Ben Allen <ben.allen@uni.edu>
CC: "gloria.gibson@uni.edu" <gloria.gibson@uni.edu>

Three.

Sent from my iPad

On Feb 21, 2012, at 9:06 PM, Ben Allen <ben.allen@uni.edu> wrote:

Dwight,

How many tenured track faculty members did we hire last summer?

Ben

James Maltas said the following on 2/21/2012 9:04 PM:

Ben, Gloria, Dwight,

I know you have had a lot of reaction from your recent announcement about MPLS. I do not know what tomorrow's announcement will be. We all can only speculate related to the earlier announcement about budget.

One question I need answered tomorrow (and I will ask if not addressed) is why did we go to all of the trouble of hiring tenured track faculty last summer? It seems to me that this decision has been thought about long before this announcement. The request to fill has been sitting at the provost/president level since early fall. It implies to me that that this idea has been around long before the fall.

Faculty were hired early this summer for tenured track positions with the impression that this was a solid job. It seemed that way since we have not been able to search all of these positions previously and now we were given the opportunity. These people gave up good secure jobs to move to MPLS. Some of them moved their family to the area. They were in my mind clearly misled. A real injustice to them professionally.

Again I would appreciate an answer to this question. You made hard decisions and need to follow this up with honest answers.

Re: Question for tomorrow's meeting

James Maltas
maltas@uni.edu
Mathematics Instructor, Dept. Chair
Malcolm Price Laboratory School
University of Northern Iowa
Cedar Falls, Iowa 50613

--

Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566
For deaf or hard of hearing, use Relay 711
Fax: 319-273-6494

Subject: RE: Fwd: FW: Inquiry #206 912) FW: Keep the Lab School Open
From: "Dr. Dwight C. Watson" <dwight.watson@uni.edu>
Date: 2/24/2012 5:21 PM
To: "'Patricia Geadelmann'" <patricia.geadelmann@uni.edu>
CC: "'james o'connor'" <james.oconnor@uni.edu>, <Stacey.Christensen@uni.edu>, "'Ben Allen'" <ben.allen@uni.edu>, "'Gloria Gibson'" <gloria.gibson@uni.edu>, <jeneane.beck@uni.edu>, "'Jane Larson'" <jane.larson@uni.edu>

I have been asked to craft some draft statements about the future plans based on partnerships with Waterloo and Cedar Falls. I will craft that and then we can determine if we could expand for further use.

Dr. Dwight C. Watson
Dean, College of Education
University of Northern Iowa

From: Patricia Geadelmann [mailto:patricia.geadelmann@uni.edu]
Sent: Friday, February 24, 2012 2:22 PM
To: Dwight.Watson@uni.edu
Cc: james o'connor; Stacey.Christensen@uni.edu; Ben Allen; Gloria Gibson; jeneane.beck@uni.edu; Jane Larson
Subject: Fwd: Fwd: FW: Inquiry #206 912) FW: Keep the Lab School Open

Dwight,
Please note below. The Board Office would like to have a uniform response for these ongoing communiques. I believe we need to have some public statements as well that provide reassurance/confidence about the quality of our program going forward, give articles in the press and comments on social media. Should we also have an op ed?
Pat

----- Original Message -----

Subject:Fwd: FW: Inquiry #206 912) FW: Keep the Lab School Open
Date:Fri, 24 Feb 2012 14:09:20 -0600
From:Jane Larson <jane.larson@uni.edu>
To:patricia.geadelmann <patricia.geadelmann@uni.edu>

[if gte mso 9]><xml> <o:shapedefaults v:ext="edit" spidmax="1026" /> </xml><![endif][if gte mso 9]><xml> <o:shapelayout v:ext="edit"> <o:idmap v:ext="edit" data="1" /> </o:shapelayout></xml><![endif] Pat, Marcia and Bob are now asking about these. I checked and we now have about 34 messages. Let me know how to respond.

----- Original Message -----

Subject:FW: Inquiry #206 912) FW: Keep the Lab School Open
Date:Fri, 24 Feb 2012 18:18:51 +0000
From:Brunson, Marcia R [BOARD] <mbruns@iastate.edu>
To:Jane Larson <jane.larson@uni.edu>

Jane, see note below from Bob. Any suggestions on a uniform response?

Marcia R. Brunson
Policy and Operations Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322
(515)281-6418 (phone)
(515)281-6426 (fax)
mbruns@iastate.edu
<http://www.regents.iowa.gov>

From: Donley, Robert [BOARD]
Sent: Friday, February 24, 2012 10:09 AM
To: Brunson, Marcia R [BOARD]
Subject: Inquiry #206 912) FW: Keep the Lab School Open

We should develop a uniform response.
Thanks, Bob

From: Laura Christensen [<mailto:lchristensen@cfu.net>]
Sent: Thursday, February 23, 2012 10:09 PM
To: bdonley@iastate.edu
Subject: Keep the Lab School Open

Dear Mr. Donley~

I write in regards to the recent announcements made by UNI President Ben Allen. His proposal to request closing Iowa's Research and Development School is simply unconscionable. Closing the school hurts all Iowans.

While he claims a "changed landscape" in higher education, this is his singular vision and interpretation of that. I understand state funding for higher education is in decline. However, other funding options are available, have been offered, and have been refused by the current UNI administration.

I am concerned about how this will affect not only UNI's reputation as the state's premiere teaching college, but also how this will damage the state of Iowa's commitment to high-quality teacher education. Without the Research and Development School, UNI's mentorship of student teachers is no different from any other university's. Students come to UNI from across the state because they understand the value of having trained professionals mentor them in the classrooms during their field experiences. Closing the Research and Development school damages this crucial aspect of teacher education and forces additional costs onto future teachers in terms of time and transportation to increasingly distant and competitive placement sites.

As the change in name from Price Lab/ NU High to Iowa's Research and Development School indicates, there is also a huge contribution made to the state of Iowa. Practices and techniques developed at the school do, indeed, feed out across the state to other schools, districts, and AEAs, shaping our future generations. In its stead, no plan for teacher education in Iowa has been forwarded. President Allen also previously asked you to take a risk in voting for this change, but now he seeks to withdraw his support for that risk. I know you can help make the case to other legislators and area leaders about the value of Iowa's Research and Development School. It is an added benefit to the Cedar Valley and to the state, not a competitor as some may attempt to characterize it. Please rally your colleagues as this situation proceeds through the Board of Regents and toward the legislature.

Sincerely,
Laura Christensen
1217 Minnehaha LN
Cedar Falls, IA 50613
NUHS Class of '84

Subject: Affected students
From: Terry Hogan <terry.hogan@uni.edu>
Date: 2/24/2012 5:54 PM
To: Gloria.gibson@uni.edu
CC: Ben Allen <Ben.allen@uni.edu>

Dear Gloria,

Hope all is well with you and that your surviving all that is happening. I need to know when you might be able to let me know about which programs are planned to be closed. Once I get a list of programs being closed, the Admissions staff and I will begin to plan for communication with prospective students who will be affected. This will require searching our database, developing lists, developing scripts for phone calls and/or emails, etc. At this point, I have no idea how many students will be affected and therefore how long it will take for us to reach out to them. We don't want them to hear about their program being closed by reading on a website or in the newspaper, and are tentatively planning that they or their parents would get a personal phone call from a senior Admissions staff person. It will be important, I think, that this group of prospective students not turn on us for lack of proper attention.

So, anything you can do to get us some information would be appreciated.

Regards,

Terry

Terrence J. Hogan, Ph.D.
Vice President for Student Affairs
University of Northern Iowa
118 Gilchrist Hall
Cedar Falls, Iowa 50614-0010

Tel: 319.273.2331
Fax: 319.273.5823
terry.hogan@uni.edu
www.uni.edu/studentaffairs

TEF Special Meeting Sunday

Subject: TEF Special Meeting Sunday
From: Becky Hawbaker <becky.hawbaker@uni.edu>
Date: 2/25/2012 9:41 AM
To: TEF-all@uni.edu

TEF members have petitioned for a second emergency meeting of the Teacher Education Faculty to complete unfinished business from Friday. I have reserved the large meeting room on the 2nd floor of the Cedar Falls Public Library from 2:30-4:00 for Sunday. The meeting petition included a proposed motion:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year
- the opportunity to provide the Regents additional data

--
Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting
From: Audrey Rule <audrey.rule@uni.edu>
Date: 2/25/2012 11:13 AM
To: Lee Weber <lee.weber@uni.edu>
CC: Beth Van Meeteren <beth.vanmeeteren@uni.edu>, Douglas Hotek <doug.hotek@uni.edu>, Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes to having the meeting.
Audrey

On Sat, Feb 25, 2012 at 9:36 AM, Lee Weber <lee.weber@uni.edu> wrote:
I vote yes.
Lee Weber

On Sat, Feb 25, 2012 at 9:26 AM, Beth Van Meeteren <beth.vanmeeteren@uni.edu> wrote:
I vote yes to the meeting.

On Sat, Feb 25, 2012 at 8:27 AM, Douglas Hotek <doug.hotek@uni.edu> wrote:
I vote yes to having this meeting.

On Fri, Feb 24, 2012 at 5:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:
As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that meeting:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year
- the opportunity to provide the Regents additional data

Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn

--

Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Re: TEF Special Meeting

--

Beth Dykstra Van Meeteren
C&I
University of Northern Iowa

Fwd: Rally for Education, Fri. 3/02 4:00

Subject: Fwd: Rally for Education, Fri. 3/02 4:00
From: "Dwight C. Watson" <dwright.watson@uni.edu>
Date: 2/25/2012 12:56 PM
To: Stacey Christensen <stacey.christensen@uni.edu>, Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

Should I attend?

Sent from my iPad

Begin forwarded message:

From: "snowden dena.snowden" <dena.snowden@cfu.net>
Date: February 25, 2012 11:36:12 AM CST
To: dwright.watson@uni.edu
Subject: Rally for Education, Fri. 3/02 4:00

Dean Watson-

On behalf of Ken Bleile, Malcolm Price Labortary School's Parent Advisory Committee Chair, I'd like to invite you to a Rally for Education, Friday, March 2nd at 4:00 PM at Maucker Union. Your voice in this whole process has been, for the most part, unheard and we'd like to hear what you have to say in support of education at UNI. If you are able to attend, and willing to speak, we would like to have you kick things off by speaking first for a few minutes, shortly after 4:00.

Thank you!

Dena Snowden

Fwd: TEF Special Meeting

Subject: Fwd: TEF Special Meeting
From: "Dwight C. Watson" <dwight.watson@uni.edu>
Date: 2/25/2012 12:59 PM
To: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Stacey Christensen <stacey.christensen@uni.edu>

FYI

Sent from my iPad

Begin forwarded message:

From: Katheryn East <katheryn.east@uni.edu>
Date: February 24, 2012 7:26:20 PM CST
To: Becky Hawbaker <becky.hawbaker@uni.edu>
Cc: TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>
Subject: Re: TEF Special Meeting

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that meeting:

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Katheryn

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Katheryn East
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University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Fwd: DRAFT News Release Major Closures

Subject: Fwd: DRAFT News Release Major Closures
From: James O'Connor <james.oconnor64@gmail.com>
Date: 2/25/2012 2:51 PM
To: Ben Allen <ben.allen@uni.edu>, Patricia Geadelmann <patricia.geadelmann@uni.edu>, Michael Hager <michael.hager@uni.edu>, Terrence Hogan <terry.hogan@uni.edu>, WILLIAM D CALHOUN JR <Bill.Calhoun@uni.edu>, "shashi.kaparthi@uni.edu" <shashi.kaparthi@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>, Stacey Christensen <stacey.christensen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

For today's 3 p.m. Call

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
126 East Bartlett
Cedar Falls, IA 50614-0392
(319) 273-2761
james.oconnor@uni.edu
www.uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Begin forwarded message:

From: Eileen Wixted <ewixted@wixtedinc.com>
Date: February 24, 2012 7:20:59 PM CST
To: "James O'Connor <james.oconnor64@gmail.com> (james.oconnor64@gmail.com)" <james.oconnor64@gmail.com>, "gloria.gibson@uni.edu" <gloria.gibson@uni.edu>
Cc: Tamera Hanson <thanson@wixtedinc.com>
Subject: DRAFT News Release Major Closures

Hello Jim and Gloria –

Attached is the draft of the news release regarding the program closures. I am sending this to both of you at the same time because we understand that Gloria would like to see this draft tonight. My apology for not following our line of protocol in having Jim review

News Release Major Closures

this first.

Also, I understand the timing for the meetings is scheduled for Monday afternoon with United Faculty, Faculty Senate, and the affected faculty and staff. My recommendation will be to hold any public announcement or media interviews until Tuesday. I strongly believe we must allow these faculty and staff members to hear the information and share it with their family members first. In the end I would rather defend waiting to send a news release rather than having people find out about their future employment from the media.

I will be working tomorrow in the office and will have all written materials to Jim by 1:00 p.m. to share with the Cabinet. Please, share your edits and comments with me before 12:30 p.m. tomorrow so I can integrate them into the materials I send at 1:00 p.m. I do not want to waste anyone's time during our conference call on revisions that you both would like me to make first – therefore, please share with me your suggestions.

Lastly, I will have the internal and external plan of action and companion communication pieces. We must be prepared to implement and communicate fully beginning Monday. Stacey has shared with me the Excel spreadsheet that you have been working on so we can pull those into the audience list.

We have a call-in scheduled for 3:00 p.m. on Saturday. As always I am available to you by cell at 515.240.6115.

Kindest regards, EW

Eileen Wixted | Strategy and Communication Coaching

WIXTED POPE NORA THOMPSON & ASSOCIATES

4401 Westown Parkway, Suite 116

West Des Moines, Iowa 50266

515.226.0818 515.240.6115 ewixed@wpntworld.com

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Attachments:

Major Closure News Release 02 24 12 DRAFT ONLY.docx

27 bytes

News Release – Program Closure Announcement

Cedar Falls, Iowa (February XX, 2012) – University of Northern Iowa President Ben Allen and Provost Gloria Gibson announced their recommendation for academic program closures and mergers. This recommendation is the final part of the university's strategic plan to reallocate and realign resources to support academic priorities and to ensure future growth.

"We remain committed to our vision to become one of the nation's premier public universities, our mission is to provide the best academic experience for our students," said Allen. "It is no longer appropriate to fund majors with few graduates. We have a responsibility to parents, students and taxpayers to be good stewards of our financial resources."

Today's recommendation is for the closure of X undergraduate majors, X graduate degree programs, and X doctoral programs. The majors slated for closure represent X percent of the majors offered at the University of Northern Iowa. Most of those programs graduated fewer than three students last year. A full list of majors is attached. A total of X students are enrolled in the majors although X are on track to graduate in May.

"All of the students enrolled in those majors will be allowed to finish their programs," said Gibson. "Our curriculum and faculty in those areas are excellent, unfortunately demand has changed." Additional academic programs will be realigned or integrated to better meet the needs of students and the strategic plan.

A number of tenured faculty and staff members will be affected by the program closures. It is anticipated X faculty and X staff positions will be impacted. The University will follow the United Faculty Master Agreement and human resource guidelines in the transition. The total number of positions or budget impact will not be clear until full implementation plans are complete.

University of Northern Iowa made similar program changes in 2006 to reflect changes in student interest and market demand. The university's academic program review process began over three years ago with the formation of multiple study groups to review the X undergraduate and graduate academic program offerings. The University worked with the Board of Regents, United Faculty, and UNI Faculty Senate in this review.

Since 2009, UNI has addressed funding reductions with the creation of cost containment and revenue enhancement task forces. The Administration has eliminated approximately X non-tenured faculty and X staff positions resulting from resignations and retirements, reduced staffing levels, reduced fringe benefit program costs, sought collaboration with sister regent institutions, outsourced services and reduced the support of auxiliary enterprises

Today's announcement is a follow-up to President Allen's recommendations last week. Pending approval by the Board of Regents, State of Iowa, UNI administrators are recommending the closure of Malcolm Price Laboratory School, the reduction of general fund support for Intercollegiate Athletics, the closure of UNI Museum and the outsourcing of UNI Print Services.

This year's state budget reduced the level of state funding for fiscal 2012 by \$4.3 million below fiscal 2011. Over the past four years, UNI has cumulatively experienced more than \$23.6 million in state tax support reductions - more than a 24% decline. Since 2000, UNI's annual general fund appropriation has been cut seven times and is now below 1996-97 funding levels. UNI will begin fiscal 2013 with an obligation of \$4.1 million in negotiated salary and benefits increases.

#

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting
From: Sheryl Dekutoski <sheryl.dekutoski@uni.edu>
Date: 2/25/2012 3:36 PM
To: Sarah Carlson <sarah.carlson@uni.edu>
CC: megan sullivan <megan.sullivan@uni.edu>, Audrey Rule <audrey.rule@uni.edu>, Lee Weber <lee.weber@uni.edu>, Beth Van Meeteren <beth.vanmeeteren@uni.edu>, Douglas Hotek <doug.hotek@uni.edu>, Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

Yes for Sheryl

On Saturday, February 25, 2012, Sarah Carlson <sarah.carlson@uni.edu> wrote:

> I vote yes

> Sarah Carlson

>

> On Sat, Feb 25, 2012 at 12:55 PM, megan sullivan <megan.sullivan@uni.edu> wrote:

>

> I vote yes!

>

> Sorry the other one was returned to me so sorry if you get two emails from me.

>

> Meghan Sullivan

>

> On 2/25/12 11:13 AM, Audrey Rule wrote:

>

> I vote yes to having the meeting.

> Audrey

>

> On Sat, Feb 25, 2012 at 9:36 AM, Lee Weber <lee.weber@uni.edu> wrote:

>

> I vote yes.

> Lee Weber

>

> On Sat, Feb 25, 2012 at 9:26 AM, Beth Van Meeteren <beth.vanmeeteren@uni.edu> wrote:

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> I vote yes to the meeting.

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> On Fri, Feb 24, 2012 at 5:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:

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>

> Katheryn

>

> --

> Katheryn East

> Associate Professor

> Educational Psychology and Foundations

> University of Northern Iowa

> Cedar Falls, IA 50614-0607

> 319.273.6789

> eastk@uni.edu

>

>

> *

--

Sheryl Dekutoski

6th Grade Mathematics and Science

Malcolm Price Laboratory School

University of Northern Iowa

To: TL

cc: TL

Subject: Student Address

From: Dwight Watson <dwight.watson@uni.edu>

Date: 2/25/2012 4:04 PM

To: Benjamin Allen <allenbaf@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Patricia Geadelmann <patricia.geadelmann@uni.edu>, Stacey Christensen <Stacey.Christensen@uni.edu>

Jennifer Yarrow called me on Friday before I departed from work and stated that the President requested a capsule of the meeting we had with the superintendents. I thought it was best to situate the comments from the meeting in the broader context of the student address. (see attachment). The way I envision the meetings would be for the President to start the meeting after an introduction. In this introduction, there would be some audience-based guidelines such as:

We want to hear student voices and concern

If faculty members are present, there will be other forums for your voices

We have approximately 45 minutes for this dialogue

The President will then present. Key points for the President would be to state his recommendation and rationale as well as the process. The points that should be emphasized about the future are:

Assurances concerning the impact this will may have on recruitment of future students interested in education

Commitment to teacher education

Establishment of distributed, collaborative partnerships with area school districts

Support for varied clinical experiences that meet students instructional needs and academic/work schedules

I do not think we should emphasize the R&D unless a question is asked.

After the President's address, I could make my statement.

Stacey or others, please feel free to modify my speaking points. I could also revamp this so that this speech could be the President's.

— Attachments: —

Collaborative Partnership.docx

27 bytes

Fwd: Fwd: Communication Plan

Subject: Fwd: Fwd: Communication Plan
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/25/2012 4:16 PM
To: Ben Allen <ben.allen@UNI.edu>

Ben:

I apologize for missing the meeting. I did not get to e-mail yesterday at all and didn't realize we had a meeting today. I was in the office this morning and worked until 2:00. No excuse, but it would have been helpful for Jim to have let Pat know there was a meeting today. I will look over attachments and get back with you and/or Jim later today. Gloria

----- Original Message -----

Subject: Fwd: Communication Plan
Date: Sat, 25 Feb 2012 14:54:42 -0600
From: James O'Connor <james.oconnor64@gmail.com>
To: Ben Allen <ben.allen@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>, Stacey Christensen <stacey.christensen@uni.edu>, Patricia Geadelmann <patricia.geadelmann@uni.edu>, WILLIAM D CALHOUN JR <Bill.Calhoun@uni.edu>, shashi.kaparthi@uni.edu, Terrence Hogan <terry.hogan@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Michael Hager <michael.hager@uni.edu>

For today's call at 3 p.m.

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
126 East Bartlett
Cedar Falls, IA 50614-0392
(319) 273-2761
james.oconnor@uni.edu
www.uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Begin forwarded message:

From: Eileen Wixted <ewixted@wixtedinc.com>

Date: February 25, 2012 2:41:25 PM CST
To: "James O'Connor <james.oconnor64@gmail.com> (james.oconnor64@gmail.com)"
<james.oconnor64@gmail.com>
Subject: Communication Plan

See attached.

Eileen Wixted | Strategy and Communication Coaching

WIXTED POPE NORA THOMPSON & ASSOCIATES

4401 Westown Parkway, Suite 116

West Des Moines, Iowa 50266

☎ 515.226.0818 ☎ 515.240.6115 ✉ ewixted@wpntworld.com

-- Attached Message Part --

-- Attached Message Part --

-- Attached Message Part --

-- Attached Message Part --

Attached Message Part

Attached Message Part

Attached Message Part

Attachments:

Monday Morning Communication-Process and Communication Plan.dot	27 bytes
Attached Message Part	142 bytes
Monday Afternoon Communication-Meetings Completed.dot	27 bytes
Attached Message Part	142 bytes
Tuesday Morning Communication-Internal Email and List.dot	27 bytes
Attached Message Part	142 bytes
Email to Affected Student.docx	27 bytes
Attached Message Part	142 bytes
Email to Affected Parents.docx	27 bytes
Attached Message Part	142 bytes
President Allen's Letter.docx	27 bytes
Attached Message Part	142 bytes
Academic Program Announcement Communication Plan.docx	27 bytes
Attached Message Part	94 bytes

Academic Program Announcement Communication Plan

Our communication plan for the Academic Program Announcement is to be highly preemptive and proactive at every step. However, given the timing of the United Faculty and Faculty Senate meeting we will not release any final list internally or to the media until Tuesday.

All faculty and staff will receive the final list Tuesday morning and the media will be sent a news release Tuesday afternoon. Our recommended strategy is focused on sharing the information with impacted parties first, and then the media. Waiting to release the information to the public until after impacted individuals are notified is understandable and defensible. We recognize there may be information shared before the official final list is posted however university leadership must share the information first with those affected.

Monday, February 27

- 8:00 a.m. Email to Faculty and Staff - *Process and Plan Communication*
- 1:00 p.m. United Faculty Meeting
- 2:30 p.m. Faculty Senate Meeting
- 3:30 p.m. Individual Faculty and Staff Meetings
Conducted by President, Provost, and Deans
These meetings could last for several hours.
- 4:00 p.m. Calls/Emails from Advisors to Affected Students – *Student Email*
- 5:00 p.m. Email to Faculty and Staff - *Meetings Completed Communication*
Email Communication from Advisors to Parents of Affected Students –
Parent Email

Media Calls are handled by University Relations.
The *Meetings Completed* email is used as the holding statement.

Tuesday, February 28

Wrap up any faculty or staff meetings in the early morning.

- 9:30 a.m. Email to Faculty - *Tuesday Email and Closure List*
- 1:00 p.m. Media Release
- 1:00 p.m. Post to website
- 1:00 p.m. Student Email – *Ben's Letter*
- 1:00 p.m. Email to External Audiences (Donors, Foundation, Alumni, BOR, ISU, U of IA, Legislators, Dept. of Education, Governor's Office) – *Ben's Letter*
- 1:30 p.m. Media Availability - President Allen and Provost Gibson

Email to Affected Student:

Dear,

As your advisor, I want to let you know that we are in the process of making strategic, long-term decisions to better position the University of Northern Iowa for the future. It is our mission to provide you and future students with an excellent education and a great collegiate experience.

In the process of making these decisions, multiple study groups reviewed academic programs and majors with low student enrollment and few graduates. As a result of this review, the university administration is recommending the closure of your major. It is important for you to know that you and all students currently enrolled in this major will be allowed to finish the program and to graduate.

The curriculum and faculty of your program is excellent, but unfortunately demand has changed and it is no longer possible or fiscally appropriate for UNI to fund majors with very few students or graduates. As a public university, we have a responsibility to the Iowa taxpayers to be good stewards of our financial resources.

We are making changes now to ensure the academic excellence we want for you and for every student for years to come.

I greatly appreciate the many contributions you make as a member of our educational community. Please contact me if you have any questions or if you would like to discuss this further.

Thank you for your understanding and I appreciate your support.

Sincerely,

Tuesday Morning Communication

Email to Academic Affairs

Email to UNI Faculty

Email to UNI Staff

Email to Deans and Department Heads

Thank you for your patience and support as we have worked through a review of our academic programs. We have met with the Faculty Senate and United Faculty and the final list of academic programs slated for closure or merger is below.

Please know the majors listed for closing represent about X percent of all of the majors available at the University of Northern Iowa. The majority of majors on the list graduated fewer than three students last year. This is not a reflection of the highly committed and quality of faculty and staff. It is the reality of a changing marketplace and student demand.

If you are asked about the program changes please share the following:

- The University will adhere to the guidelines in the Master Agreement and UNI policy regarding positions and staffing.
- All students enrolled in their majors will be able to complete their coursework and graduate in their major.
- Closing or merging majors or programs is not unusual for any university. We made similar changes in 2006 and both Iowa State University and the University of Iowa have done the same.
- University of Northern Iowa is an excellent academic institution where students are taught by highly committed faculty in small and interactive classes. Today's announcement does not change any of those attributes.

I certainly recognize the non-academic and academic recommendations announced over the past five days have created tension and anxiety within the UNI community. Change is difficult. However, we will work together through this period of transition and remain a strong leader in higher education.

List of Majors

Monday Afternoon Communication: *Meetings Completed*

Email to Faculty Union

Email to Faculty Senate

Email to ALL Faculty

Email to ALL Staff

Email to NISG

Holding Statement for Media Calls

University of Northern Iowa Provost, Gloria Gibson, along with the Deans of each College has completed final meetings this afternoon with the United Faculty (Union) and the Faculty Senate. The final list of academic programs affected either by closure or merger is now completed. However, no official list will be made public until Tuesday so President Allen, Provost Gibson, and College Deans have an opportunity to meet with faculty and staff affected by the recommended program changes.

Students enrolled in the programs affected will be notified by their Advisor. It is important to remember that all students will be able to complete their course work and graduate within their major. Therefore, the academic programs will transition over the next three years.

The final number of faculty and staff affected, and financial implications will not be known until transition plans are finalized. The goal of reviewing academic programs and recommending changes is to remain current with student demand and to be good stewards of our limited financial resources.

We are asking people to refrain from speculating on what programs are on the final list for closure or merger. The final list of programs will be posted to the University of Northern Iowa website on Tuesday, February 28 at 1:00 p.m.

Monday Morning Communication: *Process and Communication Plan*

Email to All Faculty
Email to All Staff
Email to Faculty Senate
Email to Academic Affairs

As you know the final list of academic programs affected for closure or merger will be released this week. The purpose of this communication is to share with you the process and communication plans.

Provost Gibson and Deans of the Colleges are scheduled to meet this afternoon with United Faculty and the Faculty Senate. The goal of the United Faculty meeting is to discuss program definitions. The purpose of the Faculty Senate is to consult with them on the preliminary list of programs slated for closure or merger. The Faculty Senate will be shown a preliminary list and following their comments the list will be finalized.

Once the program list is final President Allen, Provost Gibson and the College Dean will meet with affected faculty and staff members. Advisors will reach out to students in the programs to reassure them they will be able to complete their coursework and graduate in their major.

Once faculty, staff, and students directly affected by the changes are notified – the rest of the University community will be notified by an email. We anticipate the email being sent Tuesday morning. The media will be sent a news release on Tuesday at 1:00 p.m. and University Relations will post the list on the website at that time.

We are asking people to refrain from speculating on what programs are on the final list for closure or merger. These are important decisions that directly affect your colleagues and students, therefore we asking to respect the process.

Communication Draft – President Ben Allen

Dear _____,

Over the past five days we have announced several strategic decisions to protect and strengthen the core mission of the University of Northern Iowa. As leaders in higher education we have a responsibility to our students, their parents and taxpayers to maintain academic excellence, affordability, and to prepare for the future.

We believe these academic and non-academic program recommendations will help build on historic strengths, while aligning UNI for future success in a challenging and competitive education environment. These changes will allow us to reallocate resources to meet budget requirements and student demand.

I have recommended changes that include closure and mergers of academic programs with low student enrollment and even lower graduation rates. We are sensitive to our current students who are already enrolled in the affected programs, these students will be allowed to complete and graduate from the programs as they are gradually phased out. The majors slated for closure represent less than 10% of all majors offered at UNI.

The strategic reallocation plan includes the closure of the Malcolm Price Laboratory School by June 30, 2012. The school has been an integral part of the strong heritage of achievement in teacher education, but it is not feasible for UNI to continue to subsidize the school. Funds will be reallocated to Iowa's Statewide Research and Development initiative and the UNI teacher education program. Our commitment to being the educator of choice for the next generation of teachers is unwavering. The Dean of the College of Education, Dwight Watson, and his colleagues are developing new approaches to field and clinical practicums with local and statewide school districts.

Additional changes include integrating the collections of the UNI Museums within campus and the community for greater student access, reducing general fund support to Panther Athletics and closing UNI Print Services to partner with local printing companies.

The complete list of program changes and closures, reallocations, mergers, and outsourcing efforts are listed below. The final recommendations were made following three years of study, task force meetings, and discussions with stakeholders.

These decisions are never easy. I recognize the personal impact these changes will have on faculty, staff, students, and families especially those enrolled at the Malcolm Price Lab School. We are in the process of working through the transition plans with those affected by these decisions.

I want to thank you for your support of the University of Northern Iowa. We continue our proud tradition of providing our students with academic excellence and a great collegiate experience.

Sincerely,

President Ben Allen

Re: Urgent: conference call 7 p.m., Sunday, Feb. 26

Subject: Re: Urgent: conference call 7 p.m., Sunday, Feb. 26
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/25/2012 5:28 PM
To: James O'Connor <james.oconnor64@gmail.com>
CC: Ben Allen <ben.allen@UNI.edu>

Jim,

I'll give Eileen a call this evening... THANKS, Gloria

James O'Connor said the following on 2/25/2012 5:05 PM:

Gloria,

My understanding was that you asked for Eileen to send you a new release draft last night so you could review it prior to today's call. She is planning to call you tonight to go over things.

We discussed the faculty meetings today. They're on the current timeline, but they were listed as happening in the afternoon. The timing is being updated along with other changes.

If you wish to call Eileen, her number is 515-240-6115. She's out right now but will be available after 7 p.m.

Jim

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
126 East Bartlett
Cedar Falls, IA 50614-0392
(319) 273-2761
james.oconnor@uni.edu
www.uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

On Feb 25, 2012, at 4:53 PM, Gloria Gibson <gloria.gibson@uni.edu> wrote:

Jim:

I did not know we had a call scheduled for today. I will look over materials sent earlier today and participate in the call tomorrow. Ben and I have meetings Monday evening; they are not on the communication plan. Do you know about those meetings with faculty? Gloria

James O'Connor said the following on 2/25/2012 4:49 PM:

Cabinet,

Below are the dial-in instructions for tomorrow night's conference call. Eileen will send updated documents for review tomorrow. The call will begin at 7 p.m.

Jim

Phone Number: 800-689-9374
Participant Code: 362457

James O'Connor, APR
Executive Director
Office of University Relations
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Subject: Re: TEF Special Meeting
From: Mary Doyle <mary.doyle@uni.edu>
Date: 2/25/2012 5:43 PM
To: Kathryn East <katheryn.east@uni.edu>
CC: Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

Yes!

Sent from my iPhone

On Feb 24, 2012, at 7:26 PM, Kathryn East <katheryn.east@uni.edu> wrote:

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that meeting:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
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- the opportunity to provide the Regents additional data

Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn

--

Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Re: UNI Student concerned on the closure of Malcolm Price Labor...

Subject: Re: UNI Student concerned on the closure of Malcolm Price Laboratory School
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/25/2012 6:03 PM
To: [REDACTED]

[REDACTED]

Thank you for your thoughtful e-mail. Next week, we will announce additional cuts to academic programs at UNI. As you state, education should be a priority. I can't agree with you more. Actually, the state of Iowa is not broke, but has a budget surplus! However, our elected officials have not allocated additional funding to higher education. Therefore, we are forced to make cuts - they are also painful to me! Hopefully you and other students, like the ten year old boy, will be in positions some day where you can make a positive impact on funding for education. We need MORE funding and it shouldn't come from student tuition!

On a personal note, I started my career as a teacher many years ago. Best wishes as you continue your coursework to become a teacher - a most noble and rewarding profession!
Provost Gibson

[REDACTED] said the following on 2/24/2012 5:48 PM:

Dear Ms. Gibson,

I'm studying to be a future teacher at the University of Northern Iowa, and I would like to address my concern for a recent budget cut that would include closing Malcolm Price Laboratory School in Cedar Falls, Iowa. This issue has not only caught the attention of the students of the University of Northern Iowa, but it's professors, and the teachers, families, and students of Malcolm Price Laboratory School. This budget cut will have effects on all of these people and more.

I am currently doing my level II field experience at Malcolm Price Laboratory School. This is where all of the University of Northern Iowa students that are part of the Teacher of Education program do their level II. This level requires students to observe every day for four weeks. One recommendation that has come to my knowledge is that UNI students will be relocated to surrounding schools; however, what happens to students who don't have transportation or what about students that can't afford to drive to these places because of the rise of gas prices? One could come up with the recommendation of keeping those students in school closer to campus, but

meeting

Subject: Meeting

From: Kathy Oakland <kathy.oakland@uni.edu>

Date: 2/26/2012 8:36 AM

To: Gloria Gibson <gloria.gibson@uni.edu>

CC: Kathy Oakland <kathy.oakland@uni.edu>

Good morning Gloria,

As a friend, I would love to meet with you over a cup of coffee to share some background of the COE field experience placements. Perkins is the perfect location for private conversations.

I support President Allen's decision as do the majority of the Cedar Falls residents. I was also a member of the Professional Development Schools committee (PDS) that almost happened 10 years ago.

I can share with you the historical and future paths of field experiences. If you are interested, we could meet anytime today or Monday morning. My cell phone is 319-231-7174.

Blessings to you!
Kathy

Subject: Re: TEF Special Meeting

From: James Davis <james.davis@uni.edu>

Date: 2/26/2012 10:02 AM

To: Katheryn East <katheryn.east@uni.edu>

CC: Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

Yes. JSDavis

On 2/24/2012 7:26 PM, Katheryn East wrote:

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

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Because the Board of Regents has announced a special meeting to

consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn

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Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Subject: Re: Meeting

From: Gloria Gibson <gloria.gibson@uni.edu>

Date: 2/26/2012 10:48 AM

To: Kathy Oakland <kathy.oakland@uni.edu>

Good morning Kathy,

THANK YOU so much for your e-mail. I definitely would like to meet with you over coffee or lunch or a cocktail or something!!! I can't do it today, because there is so much prep work still left to do for tomorrow and Tuesday. Let's plan on getting together soon, if not this week, then the weekend. THANK YOU again... Keep me in your prayers. Gloria

Kathy Oakland said the following on 2/26/2012 8:36 AM:

Good morning Gloria,

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I was also a member of the Professional Development Schools committee (PDS) that almost happened 10 years ago.

I can share with you the historical and future paths of field experiences. If you are interested, we could meet anytime today or Monday morning.

My cell phone is 319-231-7174.

Blessings to you!

Kathy

Subject: Re: Meeting

From: Kathy Oakland <kathy.oakland@uni.edu>

Date: 2/26/2012 10:57 AM

To: Gloria Gibson <gloria.gibson@uni.edu>

Dear Gloria,

You are in my prayers! Prayers for peace and understanding that UNI has made the RIGHT decision!!

UNI teacher education program will be much better because of the decision. Since I was the Field Experience Coordinator for years before Becky Hawbaker, I have an understanding of the placement process and the willingness of the Cedar Falls and Waterloo Schools to welcome UNI students!!

Don't believe what you read in the papers :)

Anytime you want to meet is fine!

During times like this, I prefer Perfect Manhattans over coffee!!

Thanks,

Kathy

On Sun, Feb 26, 2012 at 10:48 AM, Gloria Gibson <gloria.gibson@uni.edu> wrote:
Good morning Kathy,

THANK YOU so much for your e-mail. I definitely would like to meet with you over coffee or lunch or a cocktail or something!!! I can't do it today, because there is so much prep work still left to do for tomorrow and Tuesday. Let's plan on getting together soon, if not this week, then the weekend. THANK YOU again... Keep me in your prayers. Gloria

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My cell phone is 319-231-7174.

Blessings to you!

Kathy

Subject: Fwd: UNI Reallocation Recc Questions.doc

From: Ben Allen <ben.allen@uni.edu>

Date: 2/26/2012 11:35 AM

To: Patricia Geadelmann <Patricia.Geadelmann@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

Gloria and Pat,

I am sending these to each of you and no one else. I might discuss this with the Cabinet after the phone call this evening but I do not want my responses to be viewed as being influenced by a communications strategy.

I do not want these draft possible questions to be widely distributed.

These are fair questions. Your thoughts are welcomed.

Ben

----- Original Message -----

Subject: UNI Reallocation Recc Questions.doc

Date: Sat, 25 Feb 2012 12:10:31 -0600

From: Dave Miles <dmiles@miles-capital.com>

To: Ben Allen <ben.allen@uni.edu>

Ben,

I left you a voicemail. I have attached draft questions that I may pose on Monday.

Best,

Dave

----- Attachments: -----

UNI Reallocation Recc Questions.doc

27 bytes

DRAFT

Questions for Ben

Are your recommendations due solely to the budget cuts, or are they steps that will improve the University of Northern Iowa?

As to the Price Lab School in particular, if the budget cuts to UNI were restored, would you be making this recommendation?

Let me ask the question a bit differently. Does the recommendation to close the Price Lab School mean that you have abandoned the commitment for UNI to lead the nation in teacher education?

How well-developed is the plan from here? In other words, if not Price Lab, then what?

The Board of Regents has asked the legislature for \$4 million per year for the next 3 years to support strategic initiatives at the University of Northern Iowa. Do the actions you are recommending today mean that those funds are no longer necessary?

Subject: Fwd: Draft Definition
From: "virginia.arthur@uni.edu" <virginia.arthur@uni.edu>
Date: 2/26/2012 11:47 AM
To: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>, "Michael J Licari" <Michael.Licari@uni.edu>

Gloria & Mike,

Tom was not happy with the move back to the simplified definition so here is the latest formulation. I added iii. to insure WGS is covered even though there are no faculty. I still need to add something about the library and I am just going to propose treating the library faculty collectively as a program area. Don't worry about the notes; I will clean those up.
Ginny

Sent from my HTC on the Now Network from Sprint!

----- Forwarded message -----

From: "Evans, Thomas A [BOARD]" <taevans@iastate.edu>
Date: Sun, Feb 26, 2012 11:12 am
Subject: Draft Definition
To: "Virginia Arthur" <virginia.arthur@uni.edu>, "Cook, Timothy B [BOARD]" <timcook@mail.iastate.edu>, "Brunson, Marcia R [BOARD]" <mbruns@mail.iastate.edu>

-----Original Message-----

From: Virginia Arthur [mailto:virginia.arthur@uni.edu]
Sent: Sunday, February 26, 2012 8:42 AM
To: Evans, Thomas A [BOARD]
Subject: Re: Definition

Tom,

I understand. The formulation we had discussed on Friday afternoon was

- (i) dept. Of instruction or
- (ii) within a dept of instruction, a cohesive group.....

We would then need to add a part (iii) or an interdisciplinary program which appears in the UNI catalog....as we have an interdisciplinary program we are looking at.

With regard to the info request can we share the criteria we are using which is the five year average for # of graduates from the program? The numbers are 10 for undergraduate majors and minors, 4 for masters' level majors and minors, and 3 for doctoral programs.

Assignment was ROUGHLY made by the deans on the basis of terminal degree, teaching assignment in recent years, and research interests in recent years. I am in fact going through each assignment for faculty who have tentatively been assigned to affected programs to make sure we have the correct and accurate info for each person. Interestingly, I find that our offer letters from 20 years ago were specific about teaching assignments. Some tentative assignments have changed so that what the deans originally said no longer reflect assignment. Once I finish reviewing and summarizing the info for all potentially affected faculty that would be the assignment info sheet we share with faculty member and ask if the information is incorrect. So, it is true that no final assignments have been made. Of course the problem of sharing all the tentative info is that they are likely to contact individuals and share the info which may not in the end be their Assignment. Also, it would be difficult for me to gather all that info today as I don't hold all of it and it seems more important now for me to focus on gathering all the accurate info needed to make assignment. An important point, based on the limited number of cases I started looking at on Friday evening I did change one assignment from a grad program slated for closure to an undergraduate program that was not. There could be more like that.

I could give the a list of PLS faculty. We might want to offer buyouts to the tenured faculty but otherwise plan to find them transfer opportunities within the department of Teaching (most likely department).

I should be in the office between 1 - 2 today. My direct dial number is 319-273-7738 and you have my cell number.

By the way, it turns out the chancellor does call to tell you that you weren't selected for the position so I guess you are stuck working with me for a while longer.

Ginny

Sent from my iPad

On Feb 25, 2012, at 6:12 PM, "Evans, Thomas A [BOARD]" <taevans@iastate.edu> wrote:

> Ginny: I don't like the revision. We are moving backward. Tim and I
> are going to take a crack at a definition
>

> -----Original Message-----

> From: Virginia Arthur [mailto:virginia.arthur@uni.edu]

> Sent: Friday, February 24, 2012 6:13 PM

> To: Evans, Thomas A [BOARD]; Cook, Timothy B [BOARD]; Brunson, Marcia

> R [BOARD]

> Subject: Definition

>

>

— Attachments: —

Definition.docx

27 bytes

Re: TEF Special Meeting Sunday

Subject: Re: TEF Special Meeting Sunday
From: James Davis <james.davis@uni.edu>
Date: 2/26/2012 12:22 PM
To: Becky Hawbaker <becky.hawbaker@uni.edu>
CC: TEF-all@uni.edu

I suspect many will be unable to make this meeting on short notice. I want my 'Yes' vote to count for this motion, not just for having a meeting. I do hope the Tuesday meeting still occurs, and as an open meeting. I also trust the TE Exec Council will express "gathered" views when it meets with the President & Provost tomorrow. JSD

Re: TEF

On 2/25/2012 9:41 AM, Becky Hawbaker wrote:

Meeting Sunday

TEF members have petitioned for a second emergency meeting of the Teacher Education Faculty to complete unfinished business from Friday. I have reserved the large meeting room on the 2nd floor of the Cedar Falls Public Library from 2:30-4:00 for Sunday. The meeting petition included a proposed motion:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

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--

Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Subject: Re: Revised Documents
From: Philip Mauceri <philip.mauceri@uni.edu>
Date: 2/26/2012 12:23 PM
To: Gloria Gibson <gloria.gibson@uni.edu>
CC: Joel Haack <Joel.Haack@uni.edu>, Dwight Watson <Dwight.Watson@uni.edu>, Farzad Moussavi <Farzad.Moussavi@uni.edu>, Virginia Arthur <virginia.arthur@uni.edu>, Michael Licari <michael.licari@uni.edu>, ShashiKaparthi <shashi.kaparthi@uni.edu>, Patricia G Woelber <Pat.Woelber@uni.edu>

Colleagues,

Does the term "affected faculty" refer only to those faculty who will be offered buyouts and/or facing reduction, or to all faculty facing elimination of their program, but not otherwise targeted? This may have been mentioned at the meeting I missed this week.

Are heads to be informed of decisions affecting their departments prior to the Senate meeting? My understanding was that this was the case, but I see no mention of it here.

Finally, I agree with Dwight's comment. It comes off sounding gratuitous, and would be counterproductive.

Thanks;
Phil

Sent from my iPad

On Feb 26, 2012, at 11:10 AM, Gloria Gibson <gloria.gibson@uni.edu> wrote:

All:

Please see attached documents Eileen sent last night. The cabinet has a conference call with her at 7:00 this evening. Please try to get comments to me by 3:00, so I can get them to her. I have other meetings this evening at 5:00 and 6:00. I greatly appreciate all the work you've done thus far... THANK YOU!!! Gloria

<REVISED Academic Program Announcement Communication Plan.docx>
<REVISED Academic Program News Release.docx>
<REVISED Email to Affected Parents.docx>
<REVISED Email to Affected Student.docx>
<REVISED Monday Afternoon Communication-Meetings Completed.dot>
<REVISED Monday Morning Communication.docx>
<REVISED Tuesday Morning Communication.docx>

Subject: Re: TEF Special Meeting Sunday
From: Melissa Heston <melissa.heston@uni.edu>
Date: 2/26/2012 12:31 PM
To: James Davis <james.davis@uni.edu>
CC: Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu

Hi Jim,

Regardless of the outcome of today's special meeting, there will definitely be a joint meeting of the Senates on Tuesday that will be open to all interested parties.

Melissa

On 2/26/2012 12:22 PM, James Davis wrote:

I suspect many will be unable to make this meeting on short notice. I want my 'Yes' vote to count for this motion, not just for having a meeting. I do hope the Tuesday meeting still occurs, and as an open meeting. I also trust the TE Exec Council will express "gathered" views when it meets with the President & Provost tomorrow. JSD

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University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Melissa L. Heston <Melissa.Heston@uni.edu>
Coordinator, Elementary Teacher Education
University of Northern Iowa

Subject: Re: TEF Special Meeting Sunday
From: clare struck <clare.struck@uni.edu>
Date: 2/26/2012 1:06 PM
To: Becky Hawbaker <becky.hawbaker@uni.edu>
CC: TEF-all@uni.edu

I vote yes.
Clare

On 2/25/12 9:41 AM, Becky Hawbaker wrote:

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University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Clare Struck <clare.struck@uni.edu>

Elementary Counselor

Price Laboratory School

University of Northern Iowa

Subject: Re: TEF Special Meeting
From: Megan Balong <megan.balong@uni.edu>
Date: 2/26/2012 2:02 PM
To: Laura Fischer Walter <nuhsbiology@gmail.com>
CC: Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I am running late from a trip from Iowa City. Please count this as a vote for the motion.

Megan Balong
Mathematics Instructor
Northern University Iowa's Research and Development School

On Feb 26, 2012, at 10:24 AM, Laura Fischer Walter <nuhsbiology@gmail.com> wrote:

I trust you have all the signatures you need, but here's mine just in case.
Laura E. Fischer Walter

On Fri, Feb 24, 2012 at 7:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:
As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

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Katheryn

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Katheryn East
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Terry Prachett, Unseen Academicals, pg. 301

Re: 12

6.

Subject: Re: Fwd: UNI Reallocation Recc Questions.doc
From: Patricia Geadelmann <patricia.geadelmann@uni.edu>
Date: 2/26/2012 2:08 PM
To: Ben Allen <ben.allen@uni.edu>
CC: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

Ben,

Here are my responses to the questions:

1. Regent Miles, this decision has been made with an eye toward both strategic and long-term improvements to our teacher education program and to current and future budget realities. As I noted in my opening remarks, we are committed to providing the best possible clinical and theoretical preparation possible for students in our teacher education program. We want to move to the cutting edge of leadership as we develop new and improved models. We are in facing "a new normal" with respect to the global economy, which is directly impacting the nation and state, and we must be mindful of those implications as we plan.
2. I believe this is the best long-term decision even if the budget is restored. In addition to the imperative to provide diverse clinical experiences, the issue of a \$30 million building still looms. Further, I cannot in good conscience advocate for an expenditure of that level, nor to continue a high per pupil cost of instruction in light of enrollment constraints. WE have additional critical needs within the College of Education to remain at the forefront –more attention to the role of technology, assessment strategies, the use of data in decisionmaking and instruction, research-based instruction, to name a few.
3. Closing absolutely does not mean abandoning a commitment to lead. Rather, it applies resources to better position ourselves to lead and prepare our students.
4. We have the broad outlines of the plan as you heard from Dean Watson, Dr. Stoakes, and Dr. Norris. We will face some initial challenges getting everything in place for Fall, but as I said earlier, we are committed to providing our faculty and staff the resources needed to do so. Further, we are committed to providing the necessary orientation for the teachers in the schools who will be partners. I am confident we can meet the challenges.
5. We most certainly do need the special appropriation requested of \$4 million for each of the next three years. UNI faces some significant infrastructure challenges, particularly with respect to technology. We will start FY13 with a \$4(?) obligation to meet contractual salary obligations.this needs more work)

Ben Allen said the following on 2/26/2012 11:35 AM:

Gloria and Pat,

I am sending these to each of you and no one else. I might discuss this with the Cabinet after the phone call this evening but I do not want my responses to be viewed as being influenced by a communications strategy.

I do not want these draft possible questions to be widely distributed.

These are fair questions. Your thoughts are welcomed.

Ben

----- Original Message -----

Subject:UNI Reallocation Recc Questions.doc

Date:Sat, 25 Feb 2012 12:10:31 -0600

From:Dave Miles <dmiles@miles-capital.com>

To:Ben Allen <ben.allen@uni.edu>

Ben,

I left you a voicemail. I have attached draft questions that I may pose on Monday.

Best,

Dave

--
Patricia L. Geadelmann, Ed.D.
Special Assistant to the President for Board and Governmental Relations
University of Northern Iowa
20 Seerley Hall
Cedar Falls, IA 50614-0705
Phone: 319-273-6144
FAX: 319-273-6494

Re: Fwd: white paper on PDS & PLS role in teacher educ

Subject: Re: Fwd: white paper on PDS & PLS role in teacher educ

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/26/2012 2:24 PM

To: "Dwight C. Watson" <dwight.watson@uni.edu>

CC: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Stacey Christensen <stacey.christensen@uni.edu>

I agree that there are important points raised, which to me offers us an opportunity to provide national leadership on an effective Professional Development School Model. I assume that we will be reallocating some resources toward this end. Most the references cited in Jody's paper are 10-15 years old. What has happened since that time? Don't we have a very positive evaluation/result from the PDS model already implemented?

Pat

Dwight C. Watson said the following on 2/25/2012 1:36 PM:

The points in this white paper are indeed factors we must consider as we move forward.

Sent from my iPad

Begin forwarded message:

From: jody.stone@uni.edu

Date: February 23, 2012 7:40:46 PM CST

To: Lyn Countryman <Lyn.countryman@uni.edu>, "Dr. Dwight C. Watson" <dwight.watson@uni.edu>, karen couch breitbach <karen.breitbach@uni.edu>, Nadene Davidson <nadene.davidson@uni.edu>

Subject: white paper on PDS & PLS role in teacher educ

Lyn, Dwight, Nadene, and Karen,

Here is the white paper I wrote in 2007 on the Role of MPLS in Teacher Education. I tried to shorten it, but it builds a logical argument that cannot really be trimmed. I think it presents a pretty strong case for the ways that MPLS is far superior for early field experiences than what we would get without it. Especially interesting is the section on Barriers to Successful PDSs, all of which MPLS has overcome.

Jody

Re: Fwd: white paper on PDS & PLS role in teacher educ

Patricia L. Geadelmann, Ed.D.
Special Assistant to the President for Board and Governmental Relations
University of Northern Iowa
20 Seerley Hall
Cedar Falls, IA 50614-0705
Phone: 319-273-6144
FAX: 319-273-6494

Subject: Re: Fwd: UNI Reallocation Recc Questions.doc

From: Ben Allen <ben.allen@uni.edu>

Date: 2/26/2012 2:26 PM

To: Patricia Geadelmann <patricia.geadelmann@uni.edu>

CC: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

Pat,

Your answers match up very well with the ones I developed--you have more detail and context. He sent me some more issues but I have not looked at them.

This is very helpful.

Ben

Patricia Geadelmann said the following on 2/26/2012 2:08 PM:

Ben,

Here are my responses to the questions:

1. Regent Miles, this decision has been made with an eye toward both strategic and long-term improvements to our teacher education program and to current and future budget realities. As I noted in my opening remarks, we are committed to providing the best possible clinical and theoretical preparation possible for students in our teacher education program. We want to move to the cutting edge of leadership as we develop new and improved models. We are in facing "a new normal" with respect to the global economy, which is directly impacting the nation and state, and we must be mindful of those implications as we plan.
2. I believe this is the best long-term decision even if the budget is restored. In addition to the imperative to provide diverse clinical experiences, the issue of a \$30 million building still looms. Further, I cannot in good conscience advocate for an expenditure of that level, nor to continue a high per pupil cost of instruction in light of enrollment constraints. WE have additional critical needs within the College of Education to remain at the forefront --more attention to the role of technology, assessment strategies, the use of data in decisionmaking and instruction, research-based instruction, to name a few.
3. Closing absolutely does not mean abandoning a commitment to lead. Rather, it applies resources to better position ourselves to lead and prepare our students.
4. We have the broad outlines of the plan as you heard from Dean Watson, Dr. Stoakes,

and Dr. Norris. We will face some initial challenges getting everything in place for Fall, but as I said earlier, we are committed to providing our faculty and staff the resources needed to do so. Further, we are committed to providing the necessary orientation for the teachers in the schools who will be partners. I am confident we can meet the challenges.

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To:Ben Allen <ben.allen@uni.edu>

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I left you a voicemail. I have attached draft questions that I may pose on Monday.

Best,

Dave

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Patricia L. Geadelmann, Ed.D.

Special Assistant to the President for Board and Governmental Relations
University of Northern Iowa
20 Seerley Hall
Cedar Falls, IA 50614-0705
Phone: 319-273-6144
FAX: 319-273-6494

--

Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566
For deaf or hard of hearing, use Relay 711
Fax: 319-273-6494

Fwd: FW: Support Teacher Education

Subject: Fwd: FW: Support Teacher Education
From: Ben Allen <ben.allen@uni.edu>
Date: 2/26/2012 2:30 PM
To: Patricia Geadelmann <Patricia.Geadelmann@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

Pat,

This is the new list of issues--many are the same except the process.

Ben

----- Original Message -----

Subject: FW: Support Teacher Education
Date: Sun, 26 Feb 2012 13:26:58 -0600
From: Dave Miles <dmiles@miles-capital.com>
To: Ben Allen <ben.allen@uni.edu>

Ben,

This is a succinct summary of the concerns that have been expressed w/r/t to the Price Lab School. It would be helpful to me if you could address them during your presentation tomorrow.

Regards,

Dave

From: Sylvia Amlie [mailto:samlie@cfu.net]
Sent: Sunday, February 26, 2012 1:12 PM
To: calangfarm@gmail.com; bobd@meardonlaw.com; jackevans@hallperrine.org; ruth.harkin@cox.net; gretaajohnson@gmail.com; ksmulholland5@linnmar.k12.ia.us; regentrastetter@gmail.com; miles.davidw@gmail.com
Subject: Support Teacher Education

Dear Regents,

I write in regards to the recent announcements made by UNI President Ben Allen to close Iowa's Research and Development School. I strongly oppose his recommendations for the below reasons:

- * The educating of educators lies at the very foundation of UNI's mission. Without the experiences offered by UNI through the lab school, the small university here in Cedar Falls would have nothing unique to offer young people wishing to become teachers. Closing this school would affect UNI's reputation as the state's premiere teaching college.

- * President Allen does not have a specific plan for the public schools to absorb all teacher education--

field experiences currently held at MPLS.

* On average, 1377 UNI students have field experience hours at MPLS each year. This amounts to over 20,000 hours/year of teacher training for UNI students by MPLS faculty. UNI graduates approximately 600 teachers each year with over 97% of these graduates having spent 50+ hours working with master teachers in MPLS classrooms. Again, President Allen does not have a specific plan for the public schools to absorb these students.

* A Teacher Education Governance structure exists at UNI, yet the decision to recommend closure of MPLS was made without consultation from any of these bodies. I have strong concerns about the process in which this decision was made and the lack of communication between the University's leader and his staff.

* Closure of the school would only push the state of Iowa further behind in Education Research.

I could continue to write more reasons why I feel you should not support President Allen in his recommendation to close the school, however, I wanted to keep this email short. I trust that you will take the time needed to research and gather information before you make your decision.

Thank you for your time,

Sylvia Amlie
UNI Alumnus, Voter, Concerned Citizen

Subject: Fwd: price lab
From: Ben Allen <ben.allen@uni.edu>
Date: 2/26/2012 3:47 PM
To: cabinetonly@uni.edu

As promised

----- Original Message -----

Subject:price lab
Date:Fri, 24 Feb 2012 22:49:19 -0600
From:Amy Staples <amy.staples@uni.edu>
To:Ben Allen <Ben.Allen@uni.edu>

Hi Ben,

I've been following the news and emails regarding the recommended closure of Price Lab School. Certainly, I can appreciate the concern expressed by family and Lab School faculty over the loss of their home away from home. I applaud the activism of the students in working to save their school. That said, I support your decision to recommend closing the school.

As someone who teaches a methods course each semester that has an accompanying practicum, it's important for you to know that I do not place my students at the Lab School. I'd love to. Its location is certainly convenient for students and supervision staff. However, many aspects of the school are discrepant from the schools where our preservice teachers will ultimately find employment. While the small class sizes at the school may be optimal, our students must learn to teach in environments that represent the challenges and opportunities they'll face upon graduation. One of my greatest concerns has to do with special education at the school. It operates much more like a private school in that respect than a public one. Teachers can choose not to accept students with disabilities (students with more significant disabilities are not allowed to enroll at the school). Similarly, the economic and racial diversity that are increasingly becoming pertinent aspects of Iowa schools is not as evident at the Lab School.

I think many of the faculty at the school are exemplary and believe they could bring tremendous benefit to area schools. Some of the schools in our area are stronger than others and from the classroom to administrative offices, assistance to think more deeply would benefit the broader community of children, and UNI preservice teachers.

Thank you for your courage in proposing the closing of the Lab School. While it is not a popular decision with many, I think it is a decision with merit that will ultimately result in a stronger teacher preparation program than the one we currently have.

Amy

--

Amy Staples, Ph.D.
Associate Professor
Special Education

2 of 2

Subject: Motion from Special TE Faculty meeting, Feb. 26

From: Cherin Lee <cherin.lee@uni.edu>

Date: 2/26/2012 8:58 PM

To: Farzad Moussavi <farzad.moussavi@uni.edu>, Joel Haack <Joel.Haack@uni.edu>, Philip Mauceri <philip.mauceri@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, Mike Licari <michael.licari@uni.edu>, Richard Vanderwall <richard.vanderwall@uni.edu>, Tony Gabriele <Anthony.Gabriele@uni.edu>, Melissa Heston <melissa.heston@uni.edu>, Becky Hawbaker <Becky.Hawbaker@uni.edu>

CC: Gloria Gibson <gloria.gibson@uni.edu>

Executive Council,

I have been asked by the UNI Teacher Education Faculty to share the following motion with you. The motion received unanimous support from the 53 faculty members able to attend today's special meeting. I apologize for some of you receiving this numerous times (especially Dwight!).

A MOTION BY THE UNI TEACHER EDUCATION FACULTY in a second emergency meeting 6/2012, passed unanimously:

We, the UNI faculty responsible for teacher education, confirm our opposition to President Allen's recommendation to close MPLS. Due process has not been followed. Consultation with teacher education governing bodies has not occurred. We request the Regents or their agent provide the following to the Teacher Education Executive Council before any final decision is made:

- full disclosure of all data considered by UNI Central Administration, including all sources and a detailed timeline;
- ample opportunity for all teacher education governing bodies to respond and provide additional relevant data;
- a review of the process used to make the decision and its implications for curriculum and state code (Chapter 79) requirements;
- a review of the process used to make the decision and its implications for governance, particularly the precedence for top-down decision making in an institution that values shared governance;
- any plans to assure teacher education students will receive a premier clinical experience at Level 2;
- a detailed analysis of the impact on all other field experiences (including Level 1, Level 3, methods courses, and student teaching) in the future;
- any plans to assure that the R&D function is maintained.

We request that the results of the vote on this motion be sent to: The Iowa Board of Regents, Dr. Ben Allen, Dr. Gloria Gibson, Dr. Dwight Watson, all members of the Academic Affairs Council, all members of the President's Cabinet, the University Senate, the Teacher Education Faculty (TEF), the Elementary and Secondary Senates, the TEF Executive Council, the Teacher Education Advisory Board, the R&D School Advisory Board, Director of Iowa DE Jason Glass, all members of the Iowa Legislature, and the news media.

Cherin

Cherin Lee

Coordinator of Secondary Teacher Education
319-273-2499
Chair Science Education
319-273-7357
McCollum Science Hall 153
University of Northern Iowa
Cedar Falls, IA 50614-0296

Motion

...

Subject: TEF 2nd Motion

From: Becky Hawbaker <becky.hawbaker@uni.edu>

Date: 2/27/2012 4:40 AM

To: TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>, James Leech <trey.leech@uni.edu>, james.kirk@mchsi.com, Scott Greenhalgh <scott.greenhalgh@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Andrew McCormick <andrew.mccormick@uni.edu>

FYI:

A MOTION BY THE UNI TEACHER EDUCATION FACULTY in a second emergency meeting 2/26/2012, passed unanimously:

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EndFragment

--

Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Subject: Field Placements

From: James Kelly <james.kelly@uni.edu>

Date: 2/27/2012 7:15 AM

To: Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Dwight Watson <dwright.watson@uni.edu>

CC: Becky Hawbaker <becky.hawbaker@uni.edu>

President Allen, Provost Gibson, Dean Watson:

I would rather be discussing this personally with each of you, but I'm not certain that my wish for an audience would be received at this time. I hope that this message is read and that you will consider what is contained. I mentioned last Wednesday that I had spent 20 years in the field with UNI student teachers, and in essence, with other field experience students as they would find their way into the various buildings that I worked in. The point that I want to make here is directed at the kind of situation that I faced every time I wanted to make a placement. The scenario goes like this.

1. There are some really great cooperating teachers (CTs) in the schools that I worked with and always tried to place student teachers with them. They received our students with open arms and gave them a semester of incredible mentoring. We can always be appreciative of these marvelous teachers.
2. There are others that didn't have the time or, at least didn't consider mentoring as a part of the formula, leaving our students wondering what sort of job they were doing, and often times crying about their placement (literally and figuratively). When such a placement happened, I would have to step in and help get it on the right track or consider pulling the student and placing him/her in a different location. If you consider placement from their point of view, they want a place to participate or student teach where they are accepted and can work with a caring and supportive cooperating teacher (CT) like those found in #1 above. In many situations, these CTs become life-long friends.
3. There are some teachers that simply want a student teacher to allow them to take over their teaching load and any other responsibilities that they have. I always discussed with the administration the fact that our students cannot assume the "other" load and should not be expected to do so. They should accompany their CT and be a part of that responsibility, but should never be put into a situation where they had to do this on their own. And as for the CT that turned over their classroom the second day the student was in the school, I told the students to let me know about this immediately as the model that I wanted for them and the one I always spoke to the CTs about during their orientation was to work and mentor side-by-side with their student teacher and release responsibilities when they were ready to accept them. We had a prescribed plan spelled out in the handbook. Our students had to have some modeling first as that was critical to their success. Classroom management, for example, is a learned moment and when left without a model, the student could be set up for

failure.

4. There are some teachers that won't work with any student in any of the four phases. They flat out told me that they won't take a student teacher or a field participant. And in a few cases, they would, but only with a Wartburg student or a student from their own home college, but not from UNI. In the Cedar Falls region, I personally hosted students from Wyoming, North Dakota, North Dakota State, Mankato, Iowa State and Iowa, but I constantly knew about students coming from Hawkeye Community College, Upper Iowa, Wartburg, Buena Vista and occasional scatterings from other institutions. In some cases, I would find these students without a Tuesday night seminar and invite them to mine so they could have that support and that part of education development.

5. There are some great teachers who have hosted our students for many years and I could always count on them, but they are at the end of their own careers and asked to have that time to themselves. On occasion, I would ask them for, "one more time". Most of the time they would accommodate me, but in some cases they would say "no" and I knew enough to leave them alone. They had done their duty as a professional person.

6. There are some teachers that are simply too new to the position to ever expect them to take a field participant or student teacher. They need time to develop themselves and placing a field participant with them is not in their best interest nor the participants. I always stayed away from CTs until they had at least three years of experience. Some of our students aren't ready to show their teaching colors and can be difficult. A new teacher should not have to face such a situation.

7. There are special case situations that must be dealt with if UNI is going to afford a student a chance to find that role in life. Allow me to offer one such situation. I was asked to take a student teacher who had failed a previous experience in Waterloo and the school did not want him back. The student was an older man who had served a prison term related to drugs. When he was released, the judge had told him that his record would be expunged if he could find a professional career. This student's faculty knew that I had taught in the penitentiary and would be able to handle this situation, so they asked me to work with him and determine if this man could or should be granted a license. They also knew that my model for supervision was to be in each student's classroom each week. They also knew that I would formulate a plan that would enable success for the student if it was ever to be a part of the equation. Know that I set up my experience placements working first with the building administrators and unveil the backgrounds with them. Know too, that I expect the administrator to either allow me to visit with the CT or if they prefer, have a contact after they have procured the placement, but know further that I was always in the field and the CTs saw me in their buildings all the time so they knew I was there to support them as much as I was to support our students. Back to this story. I asked the building administrator to ask a particular teacher to take this student. I asked that he, the CT, the student, and one person from the student's major meet with me so that the strategy would be collectively discussed. I wanted full

transparency. We did that. The parameters were set and the student did pass, and as far as I know, he is still teaching science in a Missouri school.

My point with this story is to relay that if a CT has a bad experience with a student in any phase of their involvement, they will be less likely to take another student for some time to come and in some cases never again. Building administrators do and should protect their faculty from an invasion of students just because we need placements. Some teachers are going through personal situations that they can't afford the time for one of our students at this time. And in my student teaching center, I had students that went through personal situations that had to be factored into the equation. I could almost count on at least one divorce during student teaching. There are many stories like this. but what I've tried to do with this email is to present the way it is in the field with this email. There is so much more I could share, but I can only give you that on a personal basis as they are the stories we lived with as we worked with our students and our situations.

Let me make one additional point. The Laboratory School works with each UNI student that is going through our professional sequence via Level II placements. Unless you've personally experienced our program you may not realize how pivotal Level II is with the second phase and the Teacher Work Sample concept, which ultimately leads to a final "work sample" during student teaching. This part of our program will probably not survive in any other domain. You apparently don't realize that this is one of the reasons our students are heralded all across the state and country and puts the "Premiere" in UNI's teacher education program.

As always, I am available to meet with you to discuss the issues.

Jim Kelly, Emeritus Professor
Dept. of Teaching - OSFE Division

Subject: Student Presentation

From: Dwight Watson <dwright.watson@uni.edu>

Date: 2/27/2012 7:21 AM

To: Benjamin Allen <ben.allen@uni.edu>, Patricia Geadelmann
<patricia.geadelmann@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Stacey Christensen
<Stacey.Christensen@uni.edu>

Thanks for the feedback on this document. I have made modifications.

Attachments: —

Collaborative Partnership.docx

27 bytes

Student Address: Monday, February 27, 2012

Malcolm Price Lab School has been an established component of the teacher education program at the University of Northern Iowa for the past 50 years. Throughout the years, the faculty and staff have created a learning environment that was responsive to the educational needs of PK-12 learners as well as education students. The faculty was specifically chosen because of their commitment to teaching and teacher preparation. Another component of the laboratory school was to create, implement, and showcase effective instructional practices and innovative curriculum design.

Currently, teacher education students benefit from the school's proximity because they can easily go from a class on campus to a field experience at the lab school without interrupting their instructional day. Teacher education students attest that lab school teachers are attentive to their needs by working side-by-side with them as they attempt to plan and implement their own lessons. This close knit relationship is one which many feel is not replicated in other area schools where field experiences are held.

With the possible closing of Malcolm Price Laboratory School, several students are concerned that this will be the demise of teacher education at UNI. As the dean, I want to honor the historical significance of the school, but I would be horribly remised to state that the school was the foundational element of the teacher education program. As a former normal school, UNI's mission was to populate the state with teachers. Currently we prepare 25% of the teachers in the state and 33% of the principals and superintendents. I came to UNI because of this 136 year history of preparing teachers. I came to UNI because the university had a strategic commitment to teacher education. I came to UNI because there were dedicated faculty who invested their professional lives in the care and preservation of effective teaching. With the possible closing of the laboratory school, the reasons I came to UNI still persist.

Students, I know you are concern about the future of teacher education at UNI. As I read every letter I received from students and I listened to the commentary about students' support of the lab school, it was revealed that you wanted:

- Committed and supportive teachers to guide you through your clinical experiences;
- Proximity experiences that fit into your instructional day; and,
- Authentic classroom settings in which you can perfect your craft at becoming effective teachers.

As your dean, I assure you that I will work diligently to have a program in place that consists of the components that you most value. As we await the decision about the future of the lab school, plans have already been discussed about UNI's teacher education program in light of this decision.

Recently the President, Provost, and I met with the superintendents of Cedar Falls and Waterloo, our two most proximal districts. We discussed a need to establish demonstrative, collaborative partnerships that fulfills UNI's need for varied clinical experiences. As we completed the discussion, there was a determined commitment on the part of the superintendents to:

- Avail their teachers for intentional, connected, sustainable field-experiences;
- Guarantee placements slots based on UNI's needs;
- Support the Teacher Work Sample and the preparation necessary to engage their teachers in this process;
- Accommodate schedules that will allow for proximal, short-term field experiences similar to the Level II experiences at Price Lab School;
- Establish a distributive model for clinical placement and supervision that will enable university-based faculty to work in the schools to support practicing teachers and teacher education students; and
- Create shared professional development and co-teaching opportunities for practicing teachers and university faculty in order to nurture the instructional abilities of education students.

I exited the meeting energized and enthused that what we were proposing would move us toward our premier aspirations. I have always believed that through adversity there is opportunity. The possible closing of Price Lab School will indeed be a mournful occurrence, but it will not be the demise of the teacher education program at the University of Northern Iowa. I came to UNI to situate our legendary program as the premier teacher education program in the state and nation. With the assurances from our collaborative partners, I am even more committed to this aspirational intent and encourage your commitment as well, as we journey together.

Re: An Invitation from UNI President Ben Allen

Subject: Re: An Invitation from UNI President Ben Allen
From: Magdalena Galloway <magdalena.galloway@uni.edu>
Date: 2/27/2012 9:20 AM
To: TEF-all@uni.edu

Looks like the message I forwarded couple days ago got truncated. Here is a full message in plain text. We still did not get invitation as a faculty :-)

Magda Galloway

February 23, 2012

Dear UNI Teacher Education Students,

Dean Dwight Watson and I invite you to join us for a meeting on Monday, Fallagher Bluedorn Performing Arts Center from 11:00 - 11:45 a.m. or 7:00 - 7:45 p.m. We will provide information regarding UN's Teacher Education program in the context of the Malcolm Price Laboratory School announcement.

We look forward to seeing you next week.

Sincerely,

Benjamin J. Allen
President
& nbsp; & nbsp;

Subject: Concerned Professional and Parent

From: "Barney, Willie" <barneyw@waterloo.k12.ia.us>

Date: 2/27/2012 10:21 AM

To: "ben.allen@uni.edu" <ben.allen@uni.edu>, "gloria.gibson@uni.edu" <gloria.gibson@uni.edu>

CC: "Dr. Dwight C. Watson" <dwright.watson@uni.edu>

Good Morning President Allen

I want to thank you for taking the time last week to meet and listen to the concerns and to answer questions of the faculty and parents of MPLS. I know that was not an easy experience for you to undertake and it was appreciated. I am writing to you both as an professional and as a parent. My concerns centers on the amount of Professional and Personal time that I spent working with your staff to assist with developing the implementation format of the R and D mission. My family bleeds Purple and Gold. My mother, brothers, wife, and I all attended UNI and my professional aspirations have included returning to the university in some role. As an educator, I have pushed for increased relationships between the school districts that I have worked in and the university and I have been proud of the connections that I have maintained. Unfortunately, the recent turn of events have challenged my allegiance. Although, I don't agree with the changes and I see some huge concerns for the future, I don't have a problem with the fact that UNI has changed its approach to fulfilling the educational mission. Change is a part of business and as educational leaders we have to make adjustments to make the greatest impact. With that said, I have grave concerns with how the process has unfolded. Whether intentional or not, this was handled in a very disruptive and underhanded way. I can't imagine working in an environment similar to the one you have now created. I urge you to reconsider the legacy that you are creating for yourself. There is a process that could still unfold that may lead to the same course of action that would not be so disruptive to UNI, the local community, or to the greater community the university serves. I challenge you to immediately reflect on whether this is the legacy that you want to leave behind. You can still change the course and accomplish your mission with professional integrity and gain the support of many in moving the university in a new direction. If you continue to go down the current path, I am fearful that you will loss the support that will be necessary to make the new mission a successful one. Additionally, I am fearful that there will be irreparable damage to the Purple and Gold Family as well as our immediate community. I have plenty of ideas to assist this process in moving forward in a healthier way and would be more than willing to assist.

Thank you for taking the time to read this email.

Dr. W Barney

Waterloo East High School Principal

319-433-2400

*What are You Doing to Make a
Difference?*

therefore, may be available upon request in accordance with Iowa public records law, Iowa Code chapter 22.

Page 1

Page 2

Subject: Agenda Item for Today's Telephonic Board Meeting

From: "Koppin, Sheila Doyle [BOARD]" <sdoyle@iastate.edu>

Date: 2/27/2012 10:45 AM

To: " (dboddicker@iowa-braille.k12.ia.us)" <dboddicker@iowa-braille.k12.ia.us>, " ('karenm@iastate.edu')" <'karenm@iastate.edu'>, " (lucille-heitman@uiowa.edu)" <lucille-heitman@uiowa.edu>, "Anderson, John R [PRES]" <jrander@mail.iastate.edu>, "Ben Allen (Ben.allen@uni.edu)" <Ben.allen@uni.edu>, "Braun, Mark" <mark-braun@uiowa.edu>, "Brenda Buzynski (brenda.buzynski@uni.edu)" <brenda.buzynski@uni.edu>, "Brown, Marilyn" <marilyn-brown@uiowa.edu>, "Butler, Barry" <patrick-butler@uiowa.edu>, "Butler, Karen" <karen-butler@uiowa.edu>, "dutsinger@iowa-braille.k12.ia.us" <dutsinger@iowa-braille.k12.ia.us>, Evalyn Van Allen-Shalash <van-allen-shalash@uiowa.edu>, Gloria Gibson <gloria.gibson@uni.edu>, "Goff, Ann Frances V" <ann-goff@uiowa.edu>, "Hager, Michael" <michael.hager@uni.edu>, "Heuer, Jim (jheuer@iowaschoolforthe deaf.org)" <jheuer@iowaschoolforthe deaf.org>, "Hoffman, Betsy" <bhoffman@iastate.edu>, "Janis Jehle" <janis.jehle@uni.edu>, "Jeanne Prickett (jprickett@iowaschoolforthe deaf.org)" <jprickett@iowaschoolforthe deaf.org>, "Jim O'Connor (james.oconnor@uni.edu)" <james.oconnor@uni.edu>, Kathy Curren <kathryn-curren@uiowa.edu>, "kathy-mcdonald@uiowa.edu" <kathy-mcdonald@uiowa.edu>, "Kendig, Tysen" <tysen-kendig@uiowa.edu>, "Krapfl, Anne D [U REL]" <adkrapfl@mail.iastate.edu>, "Larson, Jane" <jane.larson@uni.edu>, "Leath, Steven" <sleath@iastate.edu>, "Madden, Warren R [VPBUS]" <wmadden@mail.iastate.edu>, Marcia Nichols <mnlob@aol.com>, "Mason, Sally" <sally-mason@uiowa.edu>, "McCarroll, John F [U REL]" <jmccarol@mail.iastate.edu>, "McCarthy, Ann M [GOV R]" <amccart@mail.iastate.edu>, "McLeran, Laura E" <laura-mcleran@uiowa.edu>, "Michel, Tammy J [PRES]" <tjmiche@mail.iastate.edu>, Pat Geadelmann <patricia.geadelmann@uni.edu>, "Pat Nissley (patricia-nissley@uiowa.edu)" <patricia-nissley@uiowa.edu>, "pclancy@iowa-braille.k12.ia.us" <pclancy@iowa-braille.k12.ia.us>, "Pressler, Dawn" <dawn-pressler@uiowa.edu>, "Saunders, Keith [BOARD]" <ksaunde@iastate.edu>, "Shirley Knipfel (sknipfel@iastate.edu)" <sknipfel@iastate.edu>, Steve Parrott <steven-parrott@uiowa.edu>, "Stewart, Todd T [BOARD]" <toddstew@iastate.edu>, "ted-yanecek@uiowa.edu" <ted-yanecek@uiowa.edu>, Tom Moore <thomas-moore@uiowa.edu>, "True, Doug" <douglas-true@uiowa.edu>, "Zuehlke-Woodard, Melinda L" <melinda-zuehlke@uiowa.edu>

Sheila Doyle Koppin

Regent Communication Officer

Board of Regents, State of Iowa

11260 Aurora Avenue

Urbandale, IA 50322

(515) 281-3332

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Twitter @IowaRegents

— Attachments: —

022712_ITEM 1.pdf

27 bytes

Contact: Robert Donley

UNIVERSITY OF NORTHERN IOWA PRICE LABORATORY SCHOOL

Action Requested:

Approve the request of the University of Northern Iowa to close the Malcolm Price Laboratory School effective June 30, 2012.

Executive Summary: The University of Northern Iowa is strongly committed to being the premier pre K-12 higher education institution in the state and among the best in the nation. This is made explicit in the University's Strategic Plan approved by the Board.

During the past four years of budget reductions, the university has reexamined every aspect of its operations and programs to become more focused and strategic with its resources.

Iowa Code section 265.1 provides:

"The state board of regents is authorized to establish and operate elementary and secondary laboratory schools at the institutions of higher education under its control. For the purpose of this chapter, laboratory school shall mean a school operated by an educational institution for the purpose of instructing students, training teachers, and advancing teaching methods."

Pursuant to Board authority under Iowa Code 265.1, UNI has for many years operated the Malcolm Price Laboratory School. The School has provided an excellent education for pre-K-12 students, as well as supported clinical experiences for the UNI teacher education program. It is one of the few remaining laboratory schools in the country supported by a university.

However, the University of Northern Iowa has come to a point, as have many institutions, where it is no longer financially feasible for the university to operate its own school and subsidize instruction for elementary/secondary education. The financial issue is exacerbated by an aging building which a consultant estimated would cost \$30 million to replace. Instead UNI's strategic priority is best served by focusing resources on its undergraduate teacher education and the supporting academic programs.

Best practices call for pre-service students to have a range of clinical experiences in diverse settings to prepare them for what they will realistically experience once on the job. The university is committed to an expanded network of partnerships with school districts to provide an outstanding array of clinical experiences.

From: Agenda Item for Today's Telephonic Board Meeting

Subject: Fwd: Agenda Item for Today's Telephonic Board Meeting

From: Jane Larson <jane.larson@uni.edu>

Date: 2/27/2012 10:54 AM

To: Cabinet@uni.edu, Susan Baker <susan.baker@uni.edu>, wittyboy@uni.edu, Michael Licari <michael.licari@uni.edu>, Coleen Wagner <coleen.wagner@uni.edu>, Virginia Arthur <virginia.arthur@uni.edu>, Jeffrey Funderburk <jeffrey.funderburk@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, Alisa Weeks <Alisa.Weeks@uni.edu>

Attached is the agenda item for today's telephonic Board of Regents meeting scheduled for 1:00.

Jane Larson
Office of the President

-- Attachments: --

022712_ITEM 1.pdf

27 bytes

Contact: Robert Donley

UNIVERSITY OF NORTHERN IOWA PRICE LABORATORY SCHOOL

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Best practices call for pre-service students to have a range of clinical experiences in diverse settings to prepare them for what they will realistically experience once on the job. The university is committed to an expanded network of partnerships with school districts to provide an outstanding array of clinical experiences.

Subject: FW: Message Regarding Price Lab School

From: "Norris, Gary" <norrisg@waterloo.k12.ia.us>

Date: 2/27/2012 3:15 PM

To: Ben Allen <ben.allen@uni.edu>, "gloria.gibson@uni.edu" <gloria.gibson@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>

Ben, Gloria and Dwight,

This went to our teachers right after the meeting. Gary

From: Miller, Sharon

Sent: Monday, February 27, 2012 2:33 PM

To: Andrea Sparks (andrea@andreasparks.com); David Meeks (dtimeeks@yahoo.com); Meeks, David; Norris, Gary; Lyle Schmitt; Mike Young; Richard Bernice (bernice50703@yahoo.com); McNally, Shanlee; Miller, Sharon; Sparks, Andrea; Sue Flynn (tjflynn@centurylink.net)

Subject: FW: Message Regarding Price Lab School

This was sent to all teachers today....

A message from Gary Norris regarding Price Lab School:

Difficult times require difficult decisions.

- UNI is dealing with the necessity of a significant reduction in its budget.
- This comes after several years of other major budget reductions.
- Through its preparation of teachers, UNI has provided, and will continue to provide, valuable services to our schools, as well as to those of other districts across the state.
- We will, as a district, continue to support the University and help in any way that we can. They have been great partners with the Waterloo Schools.

We have the capacity to support the development of pre-service teachers in our schools.

- There are 53 teachers at Price Lab School (PLS).
- The 840 teachers of the Waterloo Schools and the 371 teachers of the Cedar Falls Schools, a total of 1211 teachers, can successfully support the experiences for the Level 2 students that are now served at PLS, usually in small groups.
- The Research and Development function will be shared with other districts across the state--urban, suburban, and rural.
- The Professional Development School model is already in place in all of our schools, providing authentic classroom experiences in a diverse urban setting to prepare teachers to succeed.

- The vast majority of teacher preparation in the United States does not take place at a campus school.

Hosting field based experiences at all levels can be a professionally rewarding experience.

- Waterloo Schools teachers have been generous in sharing their time so that UNI students could observe their classes and in offering support to these prospective teachers.
- We have many great teachers whose modeling and guidance would benefit pre-service student teachers (Levels 1, 2, and 3), but we respect the commitment of time and energy it takes to assume this role.
- Waterloo Schools teachers are occasionally invited to host a student teacher (Level 4), but this is entirely at the potential host teacher's discretion.
- Our willingness to contribute as partners to support future educators helps to ensure quality education for years to come.

Sharon Miller

Executive Director, School and Community Relations
Waterloo Community School District
319-433-1826 (office)
319-239-6208 (cell)
319-433-1889 (fax)
millers@waterloo.k12.ia.us



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Community School District

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NOTICE TO RECIPIENT: This communication and any response to it may constitute a public record, and therefore, may be available upon request in accordance with Iowa public records law, Iowa Code chapter 22.

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Subject: Fwd: Fwd: Statement

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/27/2012 4:25 PM

To: cabinetonly@uni.edu

All,

Note below. I understand that the legislators were in caucus and could not (did not) listen to the Board meeting. Jeneane is checking to see if the meeting was recorded and a link can be put on the website. She has asked about getting copies of Ben's and Dwight's statements to give to them --Since we don't have anything in writing from the superintendents, an option might be for Dwight and them to write an op or a joint letter.

Pat

----- Original Message -----

Subject:Fwd: Statement

Date:Mon, 27 Feb 2012 16:14:11 -0600

From:Jeneane Beck <jeneane.beck@uni.edu>

To:Ben Allen <ben.allen@uni.edu>, Patricia Geadelmann
<patricia.geadelmann@uni.edu>, Jane Larson <jane.larson@uni.edu>, Jennifer Yarrow
<jennifer.yarrow@uni.edu>

President Allen,

FYI

Jeneane

Local Dems release statement

Joint Statement on Regents Vote to Close Price Lab

From Black Hawk County Legislators Rep. Bob Kressig, Rep. Deborah Berry, Rep. Anesa Kajtazovic, Sen. Jeff Danielson, and Sen. Bill Dotzler:

"We're deeply disappointed in the Board of Regents' decision today to close the Price Lab School. Their decision was made without any input from parents, students, teachers, or others in our community. This lack of transparency in an era of open government is alarming.

There's no plan in place to help the students and families currently enrolled at Price Lab or provide the quality training for students at UNI who are training to be teachers.

With so many unanswered questions, there was no reason to rush this decision and close Price Lab. We've heard from hundreds of Iowans about the closing and they deserved to be heard before this decision was made.

We're going to review every legislative option we have and work to keep the school open."

Read More: http://wcfcourier.com/news/local/update-regents-say-no-legislative-action-needed-on-price-lab/article_6d17935c-617e-11e1-b821-001871e3ce6c.html#ixzz1ncURx1xE

Joe Murphy

Director of Public Affairs

Summit Group

1615 Golden Aspen Drive, Ste. 108

Ames, IA 50006

O: [515-223-4598](tel:515-223-4598) ext. 203

C: [515-201-1081](tel:515-201-1081)

www.summitag.com

Jeneane Beck
UNI State Relations Officer

hwd: Fwd: Statement

Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale IA 50322-7905
Cell phone 515-971-2563

Subject: Recording of Today's Board of Regents Meeting

From: "Koppin, Sheila Doyle [BOARD]" <sdoyle@iastate.edu>

Date: 2/27/2012 5:08 PM

To: "(dboddicker@iowa-braille.k12.ia.us)" <dboddicker@iowa-braille.k12.ia.us>, " ('karenm@iastate.edu')" <'karenm@iastate.edu'>, "(lucille-heitman@uiowa.edu)" <lucille-heitman@uiowa.edu>, "Anderson, John R [PRES]" <jrander@mail.iastate.edu>, "Ben Allen (Ben.allen@uni.edu)" <Ben.allen@uni.edu>, "Braun, Mark" <mark-braun@uiowa.edu>, "Brenda Buzynski (brenda.buzynski@uni.edu)" <brenda.buzynski@uni.edu>, "Brown, Marilyn" <marilyn-brown@uiowa.edu>, "Butler, Barry" <patrick-butler@uiowa.edu>, "Butler, Karen" <karen-butler@uiowa.edu>, "dutsinger@iowa-braille.k12.ia.us" <dutsinger@iowa-braille.k12.ia.us>, Evalyn Van Allen-Shalash <van-allen-shalash@uiowa.edu>, Gloria Gibson <gloria.gibson@uni.edu>, "Goff, Ann Frances V" <ann-goff@uiowa.edu>, "Hager, Michael" <michael.hager@uni.edu>, "Heuer, Jim (jheuer@iowaschoolforthe deaf.org)" <jheuer@iowaschoolforthe deaf.org>, "Hoffman, Betsy" <bhoffman@iastate.edu>, "Janis Jehle" <janis.jehle@uni.edu>, "Jeanne Prickett (jprickett@iowaschoolforthe deaf.org)" <jprickett@iowaschoolforthe deaf.org>, "Jim O'Connor (james.oconnor@uni.edu)" <james.oconnor@uni.edu>, Kathy Carrant <kathryn-carrant@uiowa.edu>, "kathy-mcdonald@uiowa.edu" <kathy-mcdonald@uiowa.edu>, "Kendig, Tysen" <tysen-kendig@uiowa.edu>, "Krapfl, Anne D [U REL]" <adkrapfl@mail.iastate.edu>, "Larson, Jane" <jane.larson@uni.edu>, "Leath, Steven" <sleath@iastate.edu>, "Madden, Warren R [VPBUS]" <wmadden@mail.iastate.edu>, Marcia Nichols <mnlob@aol.com>, "Mason, Sally" <sally-mason@uiowa.edu>, "McCarroll, John F [U REL]" <jmccarol@mail.iastate.edu>, "McCarthy, Ann M [GOV R]" <amccart@mail.iastate.edu>, "McLeran, Laura E" <laura-mcleran@uiowa.edu>, "Michel, Tammy J [PRES]" <tjmiche@mail.iastate.edu>, Pat Geadelmann <patricia.geadelmann@uni.edu>, "Pat Nissley (patricia-nissley@uiowa.edu)" <patricia-nissley@uiowa.edu>, "pclancy@iowa-braille.k12.ia.us" <pclancy@iowa-braille.k12.ia.us>, "Pressler, Dawn" <dawn-pressler@uiowa.edu>, "Saunders, Keith [BOARD]" <ksaunde@iastate.edu>, "Shirley Knipfel (sknipfel@iastate.edu)" <sknipfel@iastate.edu>, Steve Parrott <steven-parrott@uiowa.edu>, "Stewart, Todd T [BOARD]" <toddstew@iastate.edu>, "ted-yanecek@uiowa.edu" <ted-yanecek@uiowa.edu>, Tom Moore <thomas-moore@uiowa.edu>, "True, Doug" <douglas-true@uiowa.edu>, "Zuehlke-Woodard, Melinda L" <melinda-zuehlke@uiowa.edu>

The audio recording of today's Board of Regents meeting is available at the following link –

<https://connect.extension.iastate.edu/p8b68hg0rby/>

Sheila Doyle Koppin
Regent Communication Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322
(515) 281-3332
www.regents.iowa.gov

Fwd: Recording of Today's Board of Regents Meeting

Subject: Fwd: Recording of Today's Board of Regents Meeting

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/27/2012 5:15 PM

To: cabinetonly@uni.edu

CC: "JAMES O'Connor" <james.oconnor@uni.edu>, Jeneane BECK <jeneane.beck@uni.edu>

Subject: Recording of Today's Board of Regents Meeting

The audio recording of today's Board of Regents meeting is available at the following link –

<https://connect.extension.iastate.edu/p8b68hg0rby/>

Sheila Doyle Koppin

Regent Communication Officer

Board of Regents, State of Iowa

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Twitter @IowaRegents

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Cedar Falls, IA 50614-0392
Office: (319) 273-2761
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james.oconnor@uni.edu
www.uni.edu

Subject: Steve Corbin: Kudos for recent decisions--proud of you two!!!

From: Steve Corbin <steve.corbin@uni.edu>

Date: 2/27/2012 7:22 PM

To: Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

Gloria & Ben:

Bottom Line: I H-i-G-h-L-y commend both of you for making your tough decisions after your due diligence and several years of data & investigation related to Price Lab School closing, museum closing, print services outsourced, reduction of athletic department support, possible outsourcing of Public Safety, and eliminating bachelor & master degree programs that graduate so few students that if each program were applying for a loan, the ROI would look so poorly, their loan application would be denied!

ONLY read the following "if" you've got time . . . if not, I understand . . .

- 1) My undergraduate degree from UNI (1970, A.D.!) was in Marketing Education (all MKTG majors were teaching majors until my sr. year). As such, I participated in Price Lab School observation & participation activities. In my sophomore year I knew that Price Lab was not that valuable. Why? There were sooooo many of us participating in observation activities that there were days there were more of us teachers-in-training than students in the classroom. After a while our teacher, Mr. Nelson, told us that we were getting in the way and that if we wanted to bring our books and study or just stay home that that would be fine with him. As immature 18-19-20-21 year olds, we stayed in our dorm or at least went to the lounge to play some card game.
- 2) When Linda Corbin and I took our oldest son, Dan, to pre-school activities at Price Lab School, we were told by the teacher that Dan couldn't count, didn't know his colors, and didn't know the alphabet. We knew just the opposite. After quizzing the teacher if she got Dan mixed up with someone else, she said "no." In visiting with Dan about the situation, he then brought home several learning activities where he did indeed know his colors, count and write out all letters of the alphabet--we knew it was Dan's work! When we showed the teacher his work, she said, "well, someone else must have done this for Dan." When we brought Dan to a meeting with her, I've only once seen more stammering and stuttering, with never an apology coming forward. We withdrew Dan from Price Lab School and his next Pre-School teacher, Mrs. Miller, a UNI graduate, living near Denver, Iowa, said that that wasn't the first experience of such a nature she had encountered with Price Lab teachers.
- 3) In 1975 I came to UNI on soft-money (federal Perkins Vocational-Technical Education money) as a pre- and in-service Marketing Teacher Educator. We prepared H.S. & Comm. Col. Marketing Vocational-Technical Educators here at UNI as well as conducted in-service extension-like services throughout Iowa for the ~75 H.S. Marketing Education & ~25 Community College Marketing Education teachers. My peer, Dr. Roger Ditzenberger (who was one of my undergraduate profs), and I refused to have any of our freshmen, sophomore, juniors, seniors or graduate students EVER step one foot into the Price Lab School as Ditz' (nickname) saw how Price Lab was not training us as was espoused. Ditz' and I were able to

get our Marketing Teacher-Coordinators from Cedar Falls H.S., Waterloo East H.S., Waterloo West H.S., Hawkeye Community College, Iowa Falls H.S., Decorah H.S., Charles City H.S., Oelwein H.S., Kirkwood C.C., DMACC, NIACC, Marshalltown H.S., and the list goes on and on to "take care" of our students' Phase I, II & III learning activities, usually on the H.S./C.C. teacher-coordinators own time and not one dime! Our students-in-training knew about Price Lab and were *very* appreciative that we were able to get them waived from a Price Lab disaster and give them solid preparatory training.

4) As a 11 year elected Denver Community School District Board of Education member, I've had several meetings with board members & superintendents from surrounding schools and all of us were perplexed as to whether the Price Lab School was actually a "laboratory" or just like them, but with privileges. I concur with Glenn Hansen's (Dean Emeritus, UNI Continuing Education) take, stated 6-8-10 years ago, on Price Lab: we should tell all Price Lab parents that we will experiment in every class with some form of research and your child may come out OK or s/he could have a less-than-desirable experience and YOU decide if you want your child to be in this research-based experiment . . . as he felt, via both of his kids graduating from Price Lab, that it was not an experimental or laboratory school, rather just another school surviving year by year.

5) I can't recall one good leader of Price Lab School and I've been here 37 years! President Emeritus Robert Koob came "this" close to closing down the Price Lab School one decade ago and got spooked at the last moment. He should have followed through with the data and knowledge he had as the statistics were definitely on his side. We've known for decades now that the school has expired its original function, mostly due to poor leadership.

You two are to be commended on your excellent leadership! Gloria: call me as you, Doris and I know where there's some fine with and superb hors d' oeuvres with our name on it (cell 319-290-9779). Ben: in your first couple of years here, you use to purposely have a one-on-one meeting with me where I let you know what-the-buzz-was-on-campus . . . The Library is still open for such a confab.

Have a great day and a better tomorrow. - Steve Corbin @ Feb. 27, 2012

#

Subject: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: Melissa Heston <melissa.heston@uni.edu>

Date: 2/28/2012 7:44 AM

To: TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

Hi all,

Please feel free to forward this message to anyone.

Today there will be a special meeting of the Elementary and Secondary Teacher Education Senates at 3:30 in the Lantz Auditorium in McCollum Science Hall. Yesterday, the Board of Regents voted to close Price Laboratory School based on the recommendation of President Allen. This purpose of this meeting is to consider formal responses to President Allen's recommendation regarding the closing of Price Laboratory School, and the decision by the Board of Regents. This will be an open meeting.

To date, neither Cherin Lee nor I have received any draft motions for the Senates to consider. Please remember that anyone wishing to bring forth a motion for the Senates to consider must prepare the motion in writing in advance, and bring a minimum of 60 copies of the motion for distribution to the Senates. Please be sure that any motion is clearly written and describes specifically the decisions and/or actions you wish the Senates to consider. There is unlikely to be sufficient time for redrafting motions that are poorly written.

Members of the audience will be allowed to speak, and depending upon attendance, strict time limits may be enforced. In addition, no member of the audience will be allowed to speak a second time until all members of the audience have had a chance to speak.

The bylaws for the Senates can be found at this website: <http://www.uni.edu/teachered/administration-and-governance>.

Melissa and Cherin

Melissa L. Heston <Melissa.Heston@uni.edu>

Coordinator, Elementary Teacher Education

University of Northern Iowa

Re: UNI emails request

Subject: Re: UNI emails request

From: Shashi Kaparthy <shashi.kaparthy@uni.edu>

Date: 2/28/2012 8:23 AM

To: Stacey Christensen <stacey.christensen@uni.edu>

CC: "James O'Connor" <james.oconnor@uni.edu>, Dwight Watson <dwright.watson@uni.edu>, Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Timothy McKenna <Tim.McKenna@uni.edu>, Gary Shontz <Gary.Shontz@uni.edu>, steve.moon@uni.edu

Stacey:

Gary is our open records point of contact.

I am waiting to hear from him about the process.

Thanks

Shashi.

On Tue, Feb 28, 2012 at 8:16 AM, Stacey Christensen <stacey.christensen@uni.edu> wrote:

This is the second request we have received from another media source requesting the information below. How have we handled these email requests in the past? Shashi, does the retrieval occur from your area? Please advise. Also, please advise if there will be costs associated with this work and provide me with a cost estimate so I can share this quote with Diane.

Our public record fees are \$30 per hour for actual time spent retrieving and copying documents and/or for supervising the examination of public records. Typically there is no charge if the time spent on those tasks is less than one hour. We also try to provide the information within 10 working days.

Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

Begin forwarded message:

From: Diane Heldt <Diane.Heldt@sourcemedia.net>
Date: February 27, 2012 6:03:10 PM CST

Page 2

--

Shashi Kaparthy, Ph.D.
Chief Information Officer (CIO)
University of Northern Iowa

Page 2

Subject: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: Katheryn East <katheryn.east@uni.edu>

Date: 2/28/2012 8:24 AM

To: Melissa Heston <melissa.heston@uni.edu>

CC: TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

I propose that we start with a motion based on the one passed by the TEF on Sunday as it will give us a beginning point.

We, the body responsible for teacher education governance, oppose President Allen's recommendation to close MPLS because consultation with teacher education governing bodies has not occurred and due process as established by university guidelines has not been followed. We request the Regents or their agent provide the following to the Teacher Education Executive Council before any final decision is made:

- full disclosure of all data considered by UNI Central Administration, including all sources and a detailed timeline;
- ample opportunity for all teacher education governing bodies to respond and provide additional relevant data;
- a review of the process used to make the decision and its implications for curriculum and state code (Chapter 79) requirements;
- a review of the process used to make the decision and its implications for governance, particularly the precedence for top-down decision making in an institution that values shared governance;
- any plans to assure teacher education students will receive a premier clinical experience at Level 2;
- a detailed analysis of the impact on all other field experiences (including Level 1, Level 3, methods courses, and student teaching) in the future;
- any plans to assure that the R&D function is maintained.

We request that the results of the vote on this motion be sent to: The Iowa Board of Regents, Dr. Ben Allen, Dr. Gloria Gibson, Dr. Dwight Watson, all members of the Academic Affairs Council, all members of the President's Cabinet, the

University Senate, the Teacher Education Faculty (TEF), the Elementary and Secondary Senates, the TEF Executive Council, the Teacher Education Advisory Board, the R&D School Advisory Board, Director of Iowa DE Jason Glass, all members of the Iowa Legislature, and the news media.

Katheryn

On 2/28/2012 7:44 AM, Melissa Heston wrote:

Hi all,

Please feel free to forward this message to anyone.

Today there will be a special meeting of the Elementary and Secondary Teacher Education Senates at 3:30 in the Lantz Auditorium in McCollum Science Hall. Yesterday, the Board of Regents voted to close Price Laboratory School based on the recommendation of President Allen. This purpose of this meeting is to consider formal responses to President Allen's recommendation regarding the closing of Price Laboratory School, and the decision by the Board of Regents. This will be an open meeting.

To date, neither Cherin Lee nor I have received any draft motions for the Senates to consider. Please remember that anyone wishing to bring forth a motion for the Senates to consider must prepare the motion in writing in advance, and bring a minimum of 60 copies of the motion for distribution to the Senates. Please be sure that any motion is clearly written and describes specifically the decisions and/or actions you wish the Senates to consider. There is unlikely to be sufficient time for redrafting motions that are poorly written.

Members of the audience will be allowed to speak, and depending upon attendance, strict time limits may be enforced. In addition, no member of the audience will be allowed to speak a second time until all members of the audience have had a chance to speak.

The bylaws for the Senates can be found at this website: <http://www.uni.edu/teachered/administration-and-governance>.

Melissa and Cherin

--
Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
--

Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28...

617 SEC

Cedar Falls, IA 50614-0607

319-273-6789

Subject: Fwd: UNI emails request

From: Stacey Christensen <stacey.christensen@uni.edu>

Date: 2/28/2012 8:16 AM

To: Shashi Kaparthy <shashi.kaparthy@uni.edu>, James O'Connor <james.oconnor@uni.edu>, Dwight Watson <dwright.watson@uni.edu>, Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Timothy McKenna <Tim.McKenna@uni.edu>, Gary Shontz <Gary.Shontz@uni.edu>

CC: Stacey Christensen <stacey.christensen@uni.edu>

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Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

Begin forwarded message:

From: Diane Heldt <Diane.Heldt@sourcemedi.net>

Date: February 27, 2012 6:03:10 PM CST

To: "Stacey Christensen (stacey.christensen@uni.edu)" <stacey.christensen@uni.edu>

Cc: "james.oconnor@uni.edu" <james.oconnor@uni.edu>

Subject: UNI emails request

Stacey,

I'm requesting through Iowa opens records law any emails, memos or written correspondence sent or received by UNI President Ben Allen, UNI Provost Gloria Gibson or UNI Education Dean Dwight Watson from Oct. 1 to the present regarding the closing of Price Lab School or regarding possible budget cuts involving Price Lab School.

Please let me know if you need additional information about this request. Thanks.

Diane

Diane Heldt

Higher education reporter

201 S. Clinton St. Suite 200

Iowa City, Iowa 52240

W: 319-339-3158

C: 319-270-7569

diane.heldt@sourcemedia.net



Subject: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: Katheryn East <katheryn.east@uni.edu>

Date: 2/28/2012 8:43 AM

To: Melissa Heston <melissa.heston@uni.edu>

CC: TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

An alternative starting point for today:

We, the body responsible for teacher education governance, oppose President Allen's recommendation to close MPLS because consultation with teacher education governing bodies has not occurred and due process as established by university guidelines has not been followed. We request the Regents or their agent provide the following to the Teacher Education Executive Council before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year
- the opportunity to provide the Regents additional data

Katheryn

On 2/28/2012 7:44 AM, Melissa Heston wrote:

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Melissa and Cherin

--
Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa

--
617 SEC
Cedar Falls, IA 50614-0607

319-273-6789

Subject: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: James Davis <james.davis@uni.edu>

Date: 2/28/2012 9:49 AM

To: Katheryn East <katheryn.east@uni.edu>

CC: Melissa Heston <melissa.heston@uni.edu>, TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

For many of the reasons mentioned here, a vote of "no confidence" should be considered... and urged upon the faculty Senate. This is a necessary step, as I understand it, before an injunction can be obtained, stopping the process for an investigation and allowing the AAUP to get involved. Even if this seems harsh and adversarial to some, the system has been "used" by those who have brought us to this point, and the system must be used as possible to counter them. Any administrator who thinks faculty and staff should be able to take these actions as "nothing personal" should be able to not take appropriate responses personally. JSD

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Melissa and Cherin

--

Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa

--

617 SEC
Cedar Falls, IA 50614-0607

319-273-6789

Subject: Re:

From: Gloria Gibson <gloria.gibson@uni.edu>

Date: 12/30/2011 10:47 AM

To: Ben Allen <ben.allen@uni.edu>

CC: Cabinet <CABINET@uni.edu>

Ben:

January 7th will work for me. As far as agenda items for the retreat, in addition to the previous suggestions, I'd add: (1) communication plan for budget cuts; (2) update on Academic Affairs budget cut; (3) any other cuts to be announced (4) new Regents asked us to do a better job of telling our story, are we making progress in this area (5) do we have a better idea of the disconnect between applications and matriculation from last year; (6) have we examined all ideas from cost containment/revenue enhancement task force? Gloria

Ben Allen said the following on 12/29/2011 8:30 AM:
Cabinet,

I am in the process of putting together the agenda for the upcoming Cabinet Retreat on January 5th. Please send your suggested agenda items for that retreat as soon as possible. I want to focus on major issues, longer-term issues at the retreat. Having said that, however, we might need to carve out a small section of the retreat to handle more routine Cabinet items since my information suggests that we do not have a Cabinet meeting scheduled for some time. Of course, around mid-day on January 5th, we will take a break--Student Affairs has its employee recognition event at that time.

Also, please check your calendars for Saturday morning, January 7th as a possible time to complete our work in the Cabinet Retreat if we don't get finished with some of the major, needed items. If possible and needed, I thought having the time period of 9 am to noon available on Saturday January 7th to complete discussions/decisions would be very helpful. If that time does not work, I believe we have a time later in the next week.

Thanks and Happy New Year!

Ben

Ben One-on-one
January 10, 2012

Agenda

1. Monday's Faculty Senate meeting
2. PLS (any prep for meeting w/David)
3. BOR's request for response to Branstad-Reynolds proposal (see Dwight's response to "One Unshakable Vision")
4. Items for discussion w/Admissions
 - a. Multicultural recruiting
 - b. International recruiting
 - c. CIEP
5. COE student issue [REDACTED]
6. Other

Ben One Jan 23.docx

Subject: Ben One Jan 23.docx

From: Gloria Gibson <gloria.gibson@uni.edu>

Date: 1/20/2012 4:37 PM

To: Jennifer Yarrow <jennifer.yarrow@uni.edu>

Jennifer:

Have a great weekend! Gloria

--Attachments:-----

Ben One Jan 23.docx

12.3 KB

Re: Employee count at R&D School

Subject: Re: Employee count at R&D School

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 1/24/2012 6:50 PM

To: Benjamin Allen <allenbaf@uni.edu>, Gloria Gibson <Gloria.Gibson@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>

more info. on PLS - from Bruce - 12.16.11. - Brenda

Bruce Rieks said the following on 12/16/2011 3:50 PM:

All,

As requested from our recent meeting, I have attached a file the displays the employee count at the R&D School for FY 2009 through FY 2012. The net increase over that time frame is 15. The primary increase is with Faculty-Term/Renewable Term.

I also reviewed the R&D Athletic budget. I discovered that the sheet provided by Lynn that totaled \$402,988 for Athletics included a formula error of \$153,644. Her amount should be \$249,344. I requested that Lynn confirm this since even this amount is not the same as what was formally submitted for the FY 2012 R&D Athletic budget. I will update once I receive her confirmation. By the way, my question to Lynn was asked strictly as a confirmation of one report to another. Please let me know if you have any additional questions concerning this information.

Thanks,

Bruce

--
Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Subject: A Message from UNI President Ben Allen

From: ben-allen@uni-mail.org

Date: 1/25/2012 4:22 PM

To: gloria.gibson@uni.edu

Office of the President - University of Northern Iowa

Dear Faculty and Staff,

As we are all aware, the higher education landscape has changed dramatically, both in Iowa and throughout the nation. We have a responsibility to students, their parents and taxpayers of Iowa to strengthen our core mission, maintain our excellent academic reputation, enhance access and affordability, and prepare for the future.

Today the provost and Board of Regents representatives met with United Faculty representatives because of our need to make strategic budget decisions and to identify reallocations, which will support academic priorities. This reallocation of Academic Affairs resources will come through mergers, reductions or eliminations of academic programs. The University wants to ensure its compliance with the United Faculty Master Agreement and requested the "meet and confer" to seek input from the union on the definition of a "program area," as required by the contract. Unlike past academic program changes, tenured faculty will be affected in this reallocation process.

Our review is not limited to academic programs. During the past three years multiple study groups have reviewed all academic and non-academic programs, as well as services and outsourcing opportunities. Many changes have already been made with program and service closures, outsourcing work, and reducing staffing levels; and more of these changes will be made.

We will make an announcement about academic and non-academic program changes in the coming weeks. Additional information will be forthcoming on a regular basis. Decisions must be made so implementation of the resulting plans can begin.

I request your patience and understanding as we move through the process. It is important to our current and prospective students and their families that we continue to provide an excellent educational and collegiate experience at UNI.

Ben Allen

Office of the President
20 Seerley Hall
University of Northern Iowa
Cedar Falls, IA 50614

meeting 9:30-11am

Subject: meeting 9:30-11am

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 1/27/2012 11:18 AM

To: cabinetonly@uni.edu, Pat Woelber <pat.woelber@uni.edu>

Cabinet only --

Attached is the agenda for the January 30 - 9:30 - 11 am meeting in SRL 119.

If questions - please let me know. Brenda

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

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— Attachments: —

Agenda.Jan.30.2012.docx

27 bytes

Cabinet Budget/Retreat Meeting Agenda
Monday, January 30, 2012 - SRL 119
9:30-11:00 am

Attendees: Ben Allen, Gloria Gibson, Pat Geadelmann, Terry Hogan, Michael Hager, Bill Calhoun, Jim O'Connor, and Shashi Kaparthi

I. 9:30 am - President's Comments

II. Budget Update – scenarios
FY12
FY13

III. 9:50 am – Update on Decisions/Next Steps –Decisions / Documents –

Follow-up on email sent Jan. 25

Update on Teams – the question/answer documents / comments?

Decisions Needed?

Announcing:

***ACADEMIC – changes -**

Close/Eliminate?

Merge?

Reorganize?

Museum?

MPLS?

***NON-Academic- changes -**

GF reduction to Athletics ?

Outsourcing ?

Other changes?

Work to increase anything? Offset decline in state appropriations?

Increase fundraising efforts ?

Next Steps?

IV. Board of Regents meeting - Feb. 6-7 in Ames

V. 10:55 Good of the Order

***** Next Budget meeting – Feb. 3 – 10-5pm**

Next “regular” meeting: Feb. 13 – 8-9:30 am

Subject: Feb. 1 notes

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 2/2/2012 4:06 PM

To: cabinetonly@uni.edu

Cabinet only --

Attached is a brief summary of the Wed. - Feb. 1 meeting.

If questions - please let me know.

Again -- please plan to meet on Friday - Feb. 3 - at 10:30 am - SRL 119.

Thanks, Brenda

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

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—Attachments:—

summary.feb.1.2012.docx

27 bytes

Cabinet Budget/Retreat Meeting Summary
Wednesday, February 1, 2012 - SRL 119
8-9:30 am

Attendees: Ben Allen, Gloria Gibson, Pat Geadelmann, Terry Hogan, Michael Hager, Bill Calhoun, Jim O'Connor, and Shashi Kaparathi

I. 8 am - President's Comments

***** Ben to visit with Regent Lang *****

Now – 3 teams

- 1) Academic Affairs changes
- 2) PLS
- 3) Nonacademic Reductions, Mergers, and Outsourcing

2nd meeting with UF (best case – we finalize all things on Feb. 10)

Feb. 10, 3:30 pm – Friday –

Need to define what constitutes a program and criteria

Faculty – need to be assigned to a program

Question – Should Faculty have the opportunity to appeal what program they are assigned to? - Who would they appeal to? (perhaps a small committee)

Process re: day of announcement:

Need 3 meetings prior to announcement

- 1) Tenured faculty – losing their position
- 2) Departments – being downsized, restructured (meet with their tenured faculty only) seeking volunteers for buyouts
- 3) Probationary Faculty losing their job consists of faculty who are tenure track – but not tenured. (attending the meeting = dept. heads, pres., provost, dean, and union rep.)

***** Day of Announcement – need Cindy Webb and Public Safety available**

***** AA recommends Ben being in attendance at the meetings announcing the changes**

Criteria being proposed:

- # of students enrolled in the major
- # of graduates in the program
- Student credit hour production

STEM education courses are protected

AA is working on determining the impact from these changes on LAC

- Defining a **Program** – defined as an academic program that “leads to a degree” (e.g. LAC – does not lead to a degree) (MPLS – does not lead to a degree)

Will need to be very clear on message – these changes will allow us to reallocate funds to high demand programs

Some “majors” are being eliminated
But, we will still have the “courses”

In academic departments – when being downsized – will ask for volunteers for buyout –

NON- Curricular Program Changes – (Terry)

- Closing the Museum building (relocate artifacts) – will result in reduction of 2 P/S positions
 - 1) Outreach person
 - 2) Education

Announcement:

- 1) Athletics – reducing \$500K in GF support over 3 yr period
- 2) Print Services reduction – 4 positions - \$250K
(400 – 500K equipment purchase will also be forgone)
Will outsource these services
- 3) Public Safety – process of reviewing – will have an announcement later
(still reviewing options/feasibility (FYI: M. Hager meeting with the city – Feb. 9)
(may want to consider student input on this decision)
- 4) We will continue to seek efficiencies – outsourcing, shared services, span of control, and lean management (still need to determine exact language to use)
(Point is: This is a continuous process and we are always examining opportunities to achieve greater efficiencies.)

FYI - Motor Pool – some work has been outsourced

Question: Do we want to reference budget reductions already completed?
e.g. # of Merit and p/s positions –
Answer: Yes - want to comment on all the work already completed
e.g. cuts completed, etc.

Several positions in Admin. & Financial Services and Educ.
Student Services have already been eliminated.

Another Possible Change

Options:

- 1) Implement a budget cut of \$1.5 M for FY13
- 2) Decouple MPLS from R&D – takes legislative action (CODE change- is needed)
- 3) Give up both (MPLS/R&D) – and reconstitute the R&D concept –

Since originally developed, we now have a new Governor / new state DE director

Need clear vision of what constitutes R&D – how would it look like/operate -

***Need strong voice – if doing this – but reinforces our commitment to pre K-12 education ***

Change CODE – so that it states UNI is still the leader in R&D –
R&D is not place bound in one school.
Focus is on elevating research
Would reallocate the GF money to conduct research

Potential Risks:

If close the school – would legislators consider funding less of our special \$4M at UNI?
(Realizing we just cut \$3.5M from our GF budget)
Impact on our leadership? COE? Future teachers?

<p>*** All (each Team) to consider submitting their statements (paragraphs) about these cuts by Friday, February 3 ***</p>

II. Update on Decisions/Next Steps –Decisions / Documents – - Refer to above statements

Update on Teams – the question/answer documents / comments?
Target dates – still being discussed – prefer on or before Feb 20

Announcing:

*ACADEMIC – changes -
Close/Eliminate?
Merge?
Reorganize?
Museum?
MPLS?

*NON-Academic- changes -
GF reduction to Athletics ?
Outsourcing ?
Other changes?

Next Steps?

III. Good of the Order

***** Next Budget meeting – Feb. 3 – 10-5 pm**

Next “regular” meeting: Feb. 13 – 8-9:30 am

Subject: draft - transition team

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 2/3/2012 5:18 PM

To: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

this is very DRAFT -- needs your input - etc. --

this was just a starting point --- Brenda

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

— Attachments: —

Transition Team.xlsx

12.9 KB

Transition Team

- | | |
|-------------------------|-----------------|
| 1. Team Leaders | Jan Hanish |
| 2. COE Dean | Dwight Watson |
| 3. Politics | Pat Geadelmann |
| 4. R&D Advisory Council | Brenda Buzynski |

5. Legal

University Counsel
Board Office Counsel
Outside Counsel

Tim McKenna

Contractual agreements

6. Academic

Clinical

Becky Hawbaker

Student Teaching

Melissa Heston

7. Activities

Activity Director

?

8. Budget

Funds, Accounts

Bruce Rieks

9. **Facility**

Facility Management

Morris Mikkelson

10. **Communication**

University Relations

Stacey Christensen

11. **Personnel**

Faculty

Ginny Arthur

P&S and Merit

Michelle Byers

12. **CDC**

Child Development Center

CDC Rep?

13. **Public Relations (relationships)**

Naming - ?

Donors - ?

Subject: follow-up from Fri. meeting - reminders for Sat/ Sunday -

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 2/3/2012 5:22 PM

To: cabinetonly@uni.edu

Cabinet -

Quick follow-up on today's meeting ---

Ben - on Monday - to seek answers on:

1. - need bd. support on decisions
2. - need bd. support - that we are the leaders in pk-12 education - keep the r&d going ...we are expanding our research - center for innovation in education / research institute ???
3. - future "special" bd. meeting - will it be March 21? (in-person / not telephonic) - in Des Moines?

INFO. to send BEN - by Sunday noon -

1. Terry - tuition set-aside - for Ben's meeting on WED - Feb. 8
2. Gloria/Shashi - info. on AA, severance pkg., museum,
3. Terry - non-academic - (athletics, print services, other areas being explored)
4. Michael - possible sources / amounts of funds - for sev. pkg.
5. Gloria/Brenda - info. on PLS - possible talking points
6. Bill - is working on list of donors/friends - we will need to contact soon....
7. Jim - keep on eye on the timing/dates/ - what has to happen when....
8. Pat - keeping perspective on any action needed with our legislative leaders...

INCLUDE as much info. as possible - re: a "range" of the dollar/personnel impact - # of programs, staff, dollars saved, etc.

If questions, please let me know. Thanks, Brenda

--

Brenda Buzynski Ph.D.

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Cabinet Budget/Retreat Meeting Summary
Wednesday, February 1, 2012 - SRL 119
8-9:30 am

Attendees: Ben Allen, Gloria Gibson, Pat Geadelmann, Terry Hogan, Michael Hager, Bill Calhoun, Jim O'Connor, and Shashi Kaparthy

I. 8 am - President's Comments

***** Ben to visit with Regent Lang *****

Now – 3 teams

- 1) Academic Affairs changes
- 2) PLS
- 3) Nonacademic Reductions, Mergers, and Outsourcing

2nd meeting with UF (best case – we finalize all things on Feb. 10)

Feb. 10, 3:30 pm – Friday –

Need to define what constitutes a program and criteria

Faculty – need to be assigned to a program

Question – Should Faculty have the opportunity to appeal what program they are assigned to? - Who would they appeal to? (perhaps a small committee)

Process re: day of announcement:

Need 3 meetings prior to announcement

- 1) Tenured faculty – losing their position
- 2) Departments – being downsized, restructured (meet with their tenured faculty only) seeking volunteers for buyouts
- 3) Probationary Faculty losing their job consists of faculty who are tenure track – but not tenured. (attending the meeting = dept. heads, pres., provost, dean, and union rep.)

*** Day of Announcement – need Cindy Webb and Public Safety available

*** AA recommends Ben being in attendance at the meetings announcing the changes

Criteria being proposed:

of students enrolled in the major

of graduates in the program

Student credit hour production

STEM education courses are protected

AA is working on determining the impact from these changes on LAC

- **Defining a Program** – defined as an academic program that “leads to a degree” (e.g. LAC – does not lead to a degree) (MPLS – does not lead to a degree)

Will need to be very clear on message – these changes will allow us to reallocate funds to high demand programs

Some “majors” are being eliminated
But, we will still have the “courses”

In academic departments – when being downsized – will ask for volunteers for buyout –

NON- Curricular Program Changes – (Terry)

- Closing the Museum building (relocate artifacts) – will result in reduction of 2 P/S positions
 - 1) Outreach person
 - 2) Education

Announcement:

- 1) Athletics – reducing \$500K in GF support over 3 yr period
- 2) Print Services reduction – 4 positions - \$250K
(400 – 500K equipment purchase will also be forgone)
Will outsource these services
- 3) Public Safety – process of reviewing – will have an announcement later
(still reviewing options/feasibility (FYI: M. Hager meeting with the city – Feb. 9)
(may want to consider student input on this decision)
- 4) We will continue to seek efficiencies – outsourcing, shared services, span of control, and lean management (still need to determine exact language to use)
(Point is: This is a continuous process and we are always examining opportunities to achieve greater efficiencies.)

FYI - Motor Pool – some work has been outsourced

Question: Do we want to reference budget reductions already completed?
e.g. # of Merit and p/s positions –

Answer: Yes - want to comment on all the work already completed
e.g. cuts completed, etc.

Several positions in Admin. & Financial Services and Educ. Student Services have already been eliminated.

Another Possible Change

Options:

- 1) Implement a budget cut of \$1.5 M for FY13
- 2) Decouple MPLS from R&D – takes legislative action (CODE change- is needed)
- 3) Give up both (MPLS/R&D) – and reconstitute the R&D concept –

Since originally developed, we now have a new Governor / new state DE director

Need clear vision of what constitutes R&D – how would it look like/operate -

***Need strong voice – if doing this – but reinforces our commitment to pre K-12 education ***

Change CODE – so that it states UNI is still the leader in R&D –
R&D is not place bound in one school.
Focus is on elevating research
Would reallocate the GF money to conduct research

Potential Risks:

If close the school – would legislators consider funding less of our special \$4M at UNI?
(Realizing we just cut \$3.5M from our GF budget)
Impact on our leadership? COE? Future teachers?

<p>*** All (each Team) to consider submitting their statements (paragraphs) about these cuts by Friday, February 3 ***</p>

II. Update on Decisions/Next Steps –Decisions / Documents –

- Refer to above statements

Update on Teams – the question/answer documents / comments?
Target dates – still being discussed – prefer on or before Feb 20

Announcing:

*ACADEMIC – changes -
Close/Eliminate?
Merge?
Reorganize?
Museum?
MPLS?

*NON-Academic- changes -
GF reduction to Athletics ?
Outsourcing ?
Other changes?

Next Steps?

III. Good of the Order

***** Next Budget meeting – Feb. 3 – 10-5 pm**

Next “regular” meeting: Feb. 13 – 8-9:30 am

at - transition team

Subject: Re: draft - transition team
From: Ben Allen <ben.allen@uni.edu>
Date: 2/3/2012 10:19 PM
To: Gloria Gibson <gloria.gibson@uni.edu>

Gloria,

Actually, this was not really a draft--but quick thoughts. Much more discussion would be needed. I do think we need to have a transition team identified within a very short time period of the announcement.

Ben

Gloria Gibson said the following on 2/3/2012 6:20 PM:

Ben:

I understand this is a draft, however, I have concerns about the transition team. Hopefully we can discuss at some point. Thanks, Gloria

Brenda Buzynski said the following on 2/3/2012 5:18 PM:

this is very DRAFT -- needs your input - etc. --

this was just a starting point --- Brenda

--

Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566
For deaf or hard of hearing, use Relay 711
Fax: 319-273-6494

pls add - to timeline - 1 more group to notify -

Subject: pls add - to timeline - 1 more group to notify -
From: Brenda Buzynski <brenda.buzynski@uni.edu>
Date: 2/14/2012 10:47 AM
To: cabinetonly@uni.edu

Jim,

Another stakeholder to include in communication - re: PLS is:

R&D Advisory Council --- (includes 1 cf teacher - 1 pls parent - and 1 pls administrator)

They should probably receive an email ---

Brenda

--
Brenda Buzynski Ph.D.
UNI - Office of the President
20 Seerley Hall, Cedar Falls, IA 50614-0705
PH: 319-273-2566 FAX: 319-273-6494
Brenda.Buzynski@uni.edu

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Subject: URGENT: Updated document

From: James O'Connor <james.oconnor@uni.edu>

Date: 2/15/2012 3:06 PM

To: Eileen Wixted <ewixted@wpntworld.com>, Tamera Hanson <thanson@wpntworld.com>, Ben Allen <ben.allen@uni.edu>, JENNIFER S YARROW <Jennifer.Yarrow@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, BRENDA C BUZYNSKI <Brenda.Buzynski@uni.edu>

CC: James O'Connor <james.oconnor@uni.edu>

Ben,

Attached is the updated document. Gloria recommended Tom Evans take a look at the letters before they go out.

Jim=

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

— Attachments: —

Preview Announcement Communication Plan 02 14 12.docx

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**DEFINING THE FUTURE
COMMUNICATING CHANGE**

PREVIEW ANNOUNCEMENT COMMUNICATION PLAN



2/15/12
2:45 p.m.

**Eileen Wixted and Tamera Hanson
Wixted Pope Nora Thompson & Associates**

Preview Announcement

The goal of the preview announcement is to give key stakeholders a preview of anticipated changes and acknowledge the thoughtful and strategic changes that will be made to position UNI for the future. The preview effort allows the University Leadership to frame out the issue, relevant points, and historical background in a non-time sensitive manner. This preview information and any resulting stories will be helpful when ~~United the Union~~ Faculty begins to communicate to external parties and members of the media.

Preview Goals & Recommendations

- Provide a preview narrative to frame the message to key stakeholders
- This communication strategy begins the process of laying out the groundwork for low enrollment programs, good use of public funds and desensitizing the message of thoughtful change
- Demonstrate a level of respect for stakeholders and those that will be impacted by the changes; this includes faculty, staff, donors, students, parents, Malcolm Price Laboratory-School employees and families, museums staff, athletics

Preview Announcement Timeline & Actions

- ~~Tuesday, Feb. 14th~~ **Tuesday, Feb. 14th** – Approval of talking points and preview plan
- ~~Wednesday, February 15th~~ **Wednesday, February 15th Afternoon** – Review of talking points and mock interview training with Ben at Wixted office
- ~~Thursday, Feb. 16th~~ **Thursday, Feb. 16th Morning** - Interview with Des Moines Register (Ben, Jim, Jens Manuel Krogstad, Education Reporter and Editorial Board); no online article until 5 p.m.
- ~~Thursday, February 16th~~ **Thursday, February 16th Afternoon** – Interview with Waterloo Courier (Ben, Jim, Emily, and other members of Editorial Board); no online article until 5 p.m. agreement
- ~~Thursday, February 16th~~ **Thursday, February 16th Late Afternoon/Early morning Friday, Feb. 17** – Release of preview communications to the following stakeholders:

- Faculty & Staff
- Students ~~& Parents~~ ~~& Parents~~
- Malcolm Price Laboratory-School Faculty, Staff & Families
- Museum Director, Staff & Foundation, Friends of the UNI Museums
- Foundation Members and Key Donors
- Athletic Department Stakeholders
- Key Legislators
- Board of Regents
- Research & Development School Advisory Council

- **Friday, February 17th ALL DAY** – *Ben and Cabinet members are on-campus and visible in case people have questions or concerns. There should a real effort to be visible, approachable and willing to engage in discussions.*

Preview Talking Points

- **Responsible University:** UNI has a responsibility to make decisions in the best interests of our educational community and the state of Iowa. We have a responsibility to students, their parents, ~~and taxpayers and donors of Iowa~~ to strengthen our core mission, maintain our excellent academic reputation, enhance access and affordability, and prepare for the future.
- **Changing Higher Education Funding Landscape- Strategic Universities are Proactive and in Demonstrating Leadership in Response to the Changing Landscape:** -The higher-education landscape has changed dramatically, both in Iowa and throughout the nation. A challenging local and national economy, combined with reduced state support for Iowa's public universities, creates a sense of urgency for the strategic planning of our future.
- **Reallocate Resources for Future Success:** We will make strategic decisions to reallocate and align resources to support academic priorities and to ensure continued academic excellence and future growth. We believe these recommendations will result in an institution that retains and builds on its historic strengths, while aligning us for future success in a challenging and competitive education environment.
- **More Effective & Resilient Academic Environment:** It is necessary for UNI to make decisions to ensure that we go forward in the strongest possible way. It is not simply the short-term budgetary benefit, but the establishment of a more effective and resilient academic environment, ~~where efficiency and synergy can be realized.~~ We need to define our future before circumstances dictate it for us.
- **Careful Study & Consideration to Review Programs:** During the past three years, multiple study groups at UNI have reviewed all academic and non-academic programs, as well as services and outsourcing opportunities. Many changes have already been made with program and service closures, outsourcing work, and reducing staffing levels. We are reviewing academic programs that have very small enrollment and ~~student graduation rates~~es. Tenured faculty members ~~may w~~ill be affected with the reallocation of resources.
- **We Are Committed to Our Students.** ~~When If the decision is made to eliminate a low-enrollment academic programs are closed we will ensure, commitments to current students will be able to complete their studies and graduate, fulfilled as the~~

program is phased out over several years. As these students graduate, the program will be phased out and faculty members transitioned.

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- **UNI Has Already Made Significant Changes:** The strategic budget decisions we are making are in addition to significant changes already made by the University. Since 2000, the University's annual general fund appropriation has been cut seven times and is now below 1996-97 funding levels. State funding has decreased a total of \$23.6 million, or 24 percent, in the last four years. The University began Fiscal 2012 with a \$5.0 million budget shortfall. The Fiscal 2012 appropriation is \$4.3 million below the Fiscal 2011 level.

- **Move forward with respect and compassion:** As we announce the decisions, the changes will impact staff and faculty, including tenured faculty, but we will move forward with respect and compassion.

- **Reviewing the Viability of the Lab School:** We need to assess the laboratory school model, the MIT is necessary to review the viability of the Alcorn Price Laboratory School building itself and our vision for a statewide research and development school model.

lab school and its role in improving the quality of the University's teacher education program. The laboratory school model is no longer considered school may no longer be considered ideal to in providing provide education students with their student teaching experience. The MPLS building was great when it was built but it would be far to expensive to renovate or rebuild to meet the needs of the future.

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Today, many lab schools have closed over the years as universities have reached out to school districts for student teaching arrangements. Iowa school districts are a rich resource for UNI as they can provide exposure to a diverse population of students. This is and it is also a strategic opportunity for UNI's College of Education the University to enhance its historical stature as a national leader in teacher education.

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- **Review of the UNI Museums:** The current museum building is greatly in need of major repairs and renovation. For conservation purposes, the collections must be stored in a climate-controlled and monitored environment and we simply do not have the capital to renovate or build a new structure. We are reviewing the move of the collections to other locations within the university to maintain the teaching and outreach opportunities in accessible locations that offer strong visitor traffic.

- **Department of Athletics:** Our reallocation plan includes restructure in the funding of athletics through the general fund. Changes will be made.

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- **and Outsourcing:** Our reallocation plan includes re structure in the funding of athletics through the general fund. Changes will be made. We have also found services areas that are ideal for outsourcing.

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Preview Communication Draft – external stakeholders; parents, students, Museum supporters, Athletic supporters, donors, legislators and Regents.

Dear,

We want to make you aware that we are in the process of making strategic, long-term decisions to provide the appropriate academic and non-academic programs, ~~major~~ and ~~support~~ services to position ~~UNI~~ the University of Northern Iowa for the future and to continue to provide our students with an excellent education and a great collegiate experience. We believe that if we focus on a consistent strategic vision, we can reinvent a university that is leaner, smarter, and stronger than before, elevating UNI to a new level

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It is apparent the higher education landscape has changed dramatically, both in Iowa and throughout the nation. A challenging local and national economy, combined with reduced state support for Iowa's public universities, creates the need to protect and strengthen our core mission.

We will make strategic decisions to reallocate and align resources to support academic priorities and to ensure continued academic excellence and future growth. We believe these recommendations will result in an institution that retains and builds on its historic strengths, while aligning us for future success in a challenging and competitive education environment.

Academic and non-academic programs, support services, and outsourcing opportunities are being reviewed. ~~The Malcolm Price Laboratory School, Research and Development, the UNI Museum, Panther Athletics and UNI Print Services and the Department of Athletics are included in this review. We will likely announce some academic-program mergers and closures. The academic programs are those with low enrollment and few graduates. Students enrolled in those programs will be allowed to graduate. The elimination of programs will be completed in phases as to not displace students who are already enrolled. As these students graduate, the programs will be phased out and faculty members transitioned.~~

We are working with the Board of Regents, State of Iowa, and faculty union, to making changes now to ensure the educational experience we want for every student. ~~Making~~

those difficult choices today will help ensure that we continue our tradition of excellence. –As soon as final decisions have been made we will share them with you.

Thank you for your confidence and support.

Sincerely,

D-n Allen

Preview Communication Draft – staff and faculty

Dear,

As you know we are in the process of making strategic, long-term decisions to provide the appropriate programs, majors and services to position University of Northern Iowa for the future and to continue to provide our students with an excellent education and a great collegiate experience. We believe that if we focus on a consistent strategic vision, we can reinvent a university that is leaner, smarter, and stronger than before, elevating UNI to a new level

It is apparent the higher education landscape has changed dramatically, both in Iowa and throughout the nation. A challenging local and national economy, combined with reduced state support for Iowa's public universities, creates the need to protect and strengthen our core mission.

As I shared with you last month, academic and non-academic programs, services, and outsourcing opportunities are being reviewed. The Malcolm Price Laboratory School, Research and Development, the UNI Museum and the Department of Athletics are included in this review. We will likely announce some academic program mergers and closures. The programs are those with low enrollment and few graduates. Students enrolled in those programs will be allowed to graduate. The elimination of programs will be completed in phases as to not displace students who are already enrolled. As these students graduate, the programs will be phased out and faculty members transitioned.

We will continue to work with United Faculty and the Board of Regents, State of Iowa, throughout this process. And we will take great care to work through options recognizing that some of our faculty and staff colleagues may leave UNI. we will work with United Faculty, term faculty, adjunct professors and staff members to discuss how the changes will impact each individual personally. We will take great care to work through options recognizing that some of our colleagues may leave UNI.

I want to thank you again for all that you do for our students. -The difficult choices we make today will help ensure our tradition of excellence. -As soon as final decisions have been made we will share them with you.

Sincerely,

Ben Allen

Potential Questions & Answers - Closure of Academic Departments

- How did you get to the point of needing this kind of budget reallocation that requires elimination of programs?

Realignment for greater efficiency and effectiveness will be an ongoing process for UNI and should be for any strategic university today. In addition, the state budget process greatly impacts our organization and we have taken budget cuts in eight of the last 11 years.

The current funding model at UNI relies heavily on state appropriations. Approximately 47.7 percent of the 2011-12 budget comes from state appropriations and approximately 52.3 percent from tuition funding. However, our reliance on state allocations becomes a liability when the state's budget faces a deficit. The current economic downturn makes it likely that state appropriations will not keep pace with growth.

We believe the reallocation plan will yield an institution that builds on its historic strengths and aligns UNI for optimal success in a challenging and competitive educational environment. We believe that if we focus on a consistent strategic vision, we can reinvent a university that is leaner, smarter, and stronger than before, elevating UNI to a new level.

- In dollars and cents, what does this realignment mean?

We don't have a final number and that will likely not be available until this summer once all decisions are reached and transition plans are in place. These changes are designed to strengthen the university, creating greater efficiency and effectiveness. Cost savings are an added benefit, but are not the only reason for the reallocation.

- What is the total number of tenured faculty and staff that are impacted by the changes?

The number will not be clear until implementation plans are complete.

- How will these actions affect students who are in programs that are eliminated?

Where the decision has been made to eliminate a program, commitments to any student in that program will be fulfilled as the program is phased out over several years giving current students time to complete their degree.

- What's the impact on Athletics?
- What about buyouts for faculty and staff?

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- What programs will be closing?
- United Faculty says the budget shows you have plenty of money to spend.

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- Why have you waited to make changes? Some programs have been low performing for years. What is the timeline for the program closings?

We have been making changes for several years now, but during the past three years we have had multiple study groups reviewing all programs (academic and non-academic) as well as services and outsourcing opportunities. Our goal is to make strategic, long-term decisions to provide the right programs, majors and services to position UNI for the future. We do not make these decisions lightly and proper analysis and study was needed.

- How will you enhance your high enrollment academic programs?

The reallocation of resources is designed to encourage colleges and departments to provide new programs, create new courses, collaborate with industry partners, expand research and undertake other initiatives. Under the process, we will be able to offer more sections of high-demand courses and enhance majors that meet market needs and students' career plans. ~~This will make us more responsive to students and market demand.~~

- Are your student enrollment numbers lagging? Is that why you are making these changes?

Enrollment dipped slightly from fall 2010 to fall 2011. Prior to that dip, UNI noted four years of enrollment growth after experiencing enrollment declines from fall 2002 through fall 2006. The increase from fall 2006 recent low of 12,260 students to the fall 2011 enrollment of 13,168 students is 908 students, or 7.4 percent. Our goal is 14,000 students by 2015.

We are moving forward with the reallocation plan to continue to build a university that builds on its historic strengths, while aligning for optimal success in a challenging educational environment. We believe that if we focus on a consistent strategic vision, we can reinvent a university that is leaner, smarter, and stronger than before, elevating UNI to a new level.

- You just made renovations for wrestling. Why isn't there money for MPLS?
- Will faculty be laid off?

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Key Stakeholder Groups: this list represents individuals that will be communicate with either by email or telephone calls during both the preview and announcement phase.

- Board Office – Bob Donley
- Board of Regents – Lang, Rastetter, Mulholland, Carroll, Johnson, Downer, Harkin, Evans, Miles
- Legislators – Dotzler, Kressig, Rogers, Danielson, Berry, Kajtazovic
- Federal Legislators – Grassley, Braley, Harkin
- State of Iowa Leaders – Governor Branstad, Lt. Governor Reynolds
- Speaker of the House- K. Paulsen
- Chair, Appropriations Committee – B. Dvorsky
- Donors – Dick Jacobson, Mike Peterson, Marilyn Reese
- Iowa Department of Education – Jason Glass
- University of Iowa President – Mason
- Iowa State University President – Leath
- ISO – Clancy
- IBSSS – Prickett
- UNI Faculty & Staff
- Faculty Unions & Employee Groups
- Faculty Senate
- Directors
- Alumni
- UNI Students
- UNI Parents
- Prospective UNI Students
- ACC
- DDH
- P & S Council, AFSCME, S & C Council
- All R & D Boards & Advisory Contacts
- Area Superintendents: Waterloo, Cedar Falls, ~~Rapids~~
- NISG
- Media Contacts

Subject: Re: Observations

From: "Dwight C. Watson" <dwight.watson@uni.edu>

Date: 2/28/2012 9:53 AM

To: James Maltas <james.maltas@uni.edu>

CC: Virginia Arthur <virginia.arthur@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, "michelle.byers@uni.edu" <michelle.byers@uni.edu>

Jim, the meeting with the faculty is an employability issue and is in the hands of the Provost and the human resources director. These meetings will be held soon.

Sent from my iPad

On Feb 28, 2012, at 8:47 AM, James Maltas <james.maltas@uni.edu> wrote:

Ben, Dwight,

I have a couple of questions/concerns from what I heard from the Board conversations yesterday and the e-mail from University Relations.

First the e-mail. Why weren't we as faculty given the same respect that is being given to faculty of the other areas being cut. "Before public announcements affected tenured faculty will have a meeting with President Allen, Provost Gibson, and appropriate dean" (I did not receive this courtesy). "Students enrolled will be contacted directly" (they did not receive this courtesy). Why were we treated differently? I have been a professional educator for 40 years and have never been treated with this little respect by peers.

Second the Board discussions. The first item was statements concerning diversity. The implication was that having Level II at the lab school meant a loss in diversity. If this implied student population, then you haven't been in our classrooms. The classroom I was in while listening to this discussion was as diverse in all respects (color, race, mathematics ability, however you want to define diversity) as any classroom in Waterloo and far more diverse than most classrooms in Cedar Falls. The students did take this very well. If it meant diversity of field experience, the other levels provide a wealth of different classroom experiences. I don't think you can say having Level II at the lab school limits the diversity of the student's experiences.

The second item concerned expanding the R&D through out the state. Obviously neither of you has looked at what I or others in the mathematics department have done over the years. I have visited every AEA in the state and worked with the teachers in a variety of settings to improve mathematics instruction. I have had long term relationships with schools in western and eastern iowa. Faculty in our department have been the go to people for mathematics education for as long as I can remember. About the only school

district who hasn't used our expertise is the Cedar Falls School District. (This is do to some long standing politics for which I do not know all of the facts.) My credibility comes from that fact that I am still in the classroom. I am not a "University" faculty trying to tell them how to do their job. I am one of them who has remained in the trenches. I don't just say this is how should do it, I give them specific examples from my classroom.

James Maltas

maltas@uni.edu

Mathematics Instructor, Dept. Chair

Malcolm Price Laboratory School

University of Northern Iowa

Cedar Falls, Iowa 50613

Subject: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: Cheryl Roberts <cheryl.roberts@uni.edu>

Date: 2/28/2012 9:53 AM

To: James Davis <james.davis@uni.edu>

CC: Katheryn East <katheryn.east@uni.edu>, Melissa Heston <melissa.heston@uni.edu>, TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

Hear, Hear, Jim.

On Tue, Feb 28, 2012 at 9:49 AM, James Davis <james.davis@uni.edu> wrote:

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Melissa and Cherin

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Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa

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617 SEC
Cedar Falls, IA 50614-0607

319-273-6789

Subject: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: Betty Zan <betty.zan@uni.edu>

Date: 2/28/2012 10:30 AM

To: James Davis <james.davis@uni.edu>

CC: Katheryn East <katheryn.east@uni.edu>, Melissa Heston <melissa.heston@uni.edu>, TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

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107 SEC
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617 SEC
Cedar Falls, IA 50614-0607

319-273-6789

Subject: Fwd: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: Mike Licari <michael.licari@uni.edu>

Date: 2/28/2012 10:31 AM

To: Gloria J Gibson <gloria.gibson@uni.edu>, Benjamin J Allen <Ben.Allen@uni.edu>

FYI.

----- Original Message -----

Subject: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

Date: Tue, 28 Feb 2012 09:49:46 -0600

From: James Davis <james.davis@uni.edu>

Organization: University of Northern Iowa

To: Katheryn East <katheryn.east@uni.edu>

CC: Melissa Heston <melissa.heston@uni.edu>, TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

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Date: 2/28/2012 10:32 AM

To: Betty Zan <betty.zan@uni.edu>

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University of Northern Iowa

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617 SEC
Cedar Falls, IA 50614-0607

319-273-6789

Subject: Re: consider urging "no confidence" in University administration?

From: Kenneth Baughman <kenneth.baughman@uni.edu>

Date: 2/28/2012 11:19 AM

To: James Davis <james.davis@uni.edu>

CC: Betty Zan <betty.zan@uni.edu>, Katheryn East <katheryn.east@uni.edu>, Melissa Heston <melissa.heston@uni.edu>, TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

I too think that the University Senate should be urged to consider a vote of "No Confidence" in the University administration, and Jim Davis's suggestion that the President and Provost be specifically identified seems appropriate to me. The President is responsible, I think, for the University's overall budget, and the Provost, I think, is responsible for the instructional budget and the integrity and viability of our academic programs.

I've written to the Chair of the University Senate and several university senators from my college urging this, that the University Senate consider a vote of "No Confidence" in the University administration. In my message to them, I say this: "It appears that the University administration is making decisions for significant and substantial cuts in curricular programs with supreme disregard of the university's mission [and, I might add here, its strategic plan], without any consultation with faculty in affected programs and faculty knowledgeable about the interrelationships of academic programs, and with extremely fragmented and reductionistic data. It appears that the University administration is willing to devastate the breadth, diversity, and interdependency of our curricular offerings in ways that will do immeasurable harm to the academic integrity and viability of our university and immeasurable harm to the high regard extended to the University by, among others, current and prospective students, prospective employers of our students, and prospective donors."

It is with a very heavy heart that I urge University Senate consideration of a vote of "No Confidence" in the University administration. If there is any other means by which the administration's apparent rush to academic devastation can be halted and reversed, I would be very glad to become acquainted with it.

Ken Baughman, Academic Advisor
English & TESOL Majors
Department of Languages & Literatures

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To: Cheryl Roberts <cheryl.roberts@uni.edu>

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Jim and Cheryl,

Would you be willing to craft a motion for the Senates to consider? It may be there are people bringing a motion, but if so, I don't know who.

Melissa

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To date, neither Cherin Lee nor I have received any draft motions for the Senates to consider. Please remember that anyone wishing to bring forth a motion for the Senates to consider must prepare the motion in writing in advance, and bring a minimum of 60 copies of the motion for distribution to the Senates. Please be sure that any motion is clearly written and describes specifically the decisions and/or actions you wish the Senates to consider. There is unlikely to be sufficient time for redrafting motions that are poorly written.

Members of the audience will be allowed to speak, and depending upon attendance, strict time limits may be enforced. In addition, no member of the audience will be allowed to speak a second time until all members of the audience have had a chance to speak.

The bylaws for the Senates can be found at this website: <http://www.uni.edu/teachered/administration-and-governance>.

Melissa and Cherin

--

Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa

--

617 SEC
Cedar Falls, IA 50614-0607

319-273-6789

Melissa L. Heston <Melissa.Heston@uni.edu>

Coordinator, Elementary Teacher Education
University of Northern Iowa

Subject: Re: UNI emails request

From: Stacey Christensen <stacey.christensen@uni.edu>

Date: 2/28/2012 11:38 AM

To: Shashi Kaparthy <shashi.kaparthy@uni.edu>

CC: Stacey Christensen <stacey.christensen@uni.edu>, "James O'Connor"

<james.oconnor@uni.edu>, Dwight Watson <dwight.watson@uni.edu>, Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Timothy McKenna <Tim.McKenna@uni.edu>, Gary Shontz <Gary.Shontz@uni.edu>, steve.moon@uni.edu

Shashi, let me know what you are hearing. I understand you have both requests, one from Diane Heldt at the Gazette and the second from Alison Gowans with the Cedar Falls Patch. Jim has asked that I be the point person for communications on these requests. Please cc him as well. Tim has provided some guidelines regarding what shouldn't be included in the email retrieval. See below. Also, I would like to suggest that Tim review final information before we forward any emails on to Diane and Alison.

In putting together the information requested, people should be aware that the following information should be redacted or should not be included in response to the request:

- ** employee personnel information;
- ** personal information regarding any student(s);
- ** any trade secrets (I am not aware of any trade secrets that might relate to this request, but I thought I should mention it); and
- ** communications with attorneys (this might include communications with me, Tom Evans or other attorneys at the Board Office, the A.G. Office, and/or outside counsel).

we want to make sure we do not provide "information regarding the Employer's internal discussions/communications/drafts of collective bargaining and contract administration strategy and priorities.

Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

On Feb 28, 2012, at 8:23 AM, Shashi Kaparthy wrote:

Stacey:

Gary is our open records point of contact.

I am waiting to hear from him about the process.

Thanks

Shashi.

On Tue, Feb 28, 2012 at 8:16 AM, Stacey Christensen <stacey.christensen@uni.edu> wrote:

This is the second request we have received from another media source requesting the information below. How have we handled these email requests in the past? Shashi, does the retrieval occur from your area? Please advise. Also, please advise if there will be costs associated with this work and provide me with a cost estimate so I can share this quote with Diane.

Our public record fees are \$30 per hour for actual time spent retrieving and copying documents and/or for supervising the examination of public records. Typically there is no charge if the time spent on those tasks is less than one hour. We also try to provide the information within 10 working days.

Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
[319-273-6728](tel:319-273-6728)
www.uni.edu/newsroom

Begin forwarded message:

From: Diane Heldt <Diane.Heldt@sourcemedi.net>
Date: February 27, 2012 6:03:10 PM CST
To: "Stacey Christensen (stacey.christensen@uni.edu)" <stacey.christensen@uni.edu>
Cc: "james.oconnor@uni.edu" <james.oconnor@uni.edu>
Subject: UNI emails request

Stacey,

I'm requesting through Iowa opens records law any emails, memos or written correspondence sent or received by UNI President Ben Allen, UNI Provost Gloria Gibson or UNI Education Dean Dwight Watson from Oct. 1 to the present regarding the closing of Price Lab School or regarding possible budget cuts involving Price Lab School.

Please let me know if you need additional information about this request. Thanks.

Diane

Diane Heldt

Higher education reporter

201 S. Clinton St. Suite 200

Iowa City, Iowa 52240

W: 319-339-3158

C: 319-270-7569

diane.heldt@sourcemedi.net

<image001.png>

Shashi Kaparthy, Ph.D.
Chief Information Officer (CIO)
University of Northern Iowa

Subject: Fwd: NEWS - Governor Branstad supports shutdown of UNI's Price Lab School (Radio Iowa)
From: "James O'Connor" <james.oconnor@uni.edu>
Date: 2/28/2012 11:24 AM
To: cabinet <cabinet@uni.edu>
CC: "James O'Connor" <james.oconnor@uni.edu>

Begin forwarded message:

From: "Koppin, Sheila Doyle [BOARD]" <sdoyle@iastate.edu>
Date: February 28, 2012 10:56:21 AM CST
To: Ben Allen <ben.allen@uni.edu>
Cc: "O'Connor, Jim" <james.oconnor@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>
Subject: NEWS - Governor Branstad supports shutdown of UNI's Price Lab School (Radio Iowa)

Ben,
Bob wants to be sure you see this.
Sheila

Governor Branstad supports shutdown of UNI's Price Lab School

February 28, 2012 By O. Kay Henderson

Governor Branstad and Lieutenant Governor Kim Reynolds.

Governor Branstad has issued a public endorsement of the decision to close the K-through-12 laboratory school at the University of Northern Iowa that has been a centerpiece of the school's education experience for student-teachers.

"I have a great deal of respect for (UNI) President Allen. I think he's doing a great job," Branstad said this morning during his weekly news conference.

"I respect he's in the best position to put together the strategic plan for how to prepare teacher education for the future and meet the needs and collaborate and work with more school districts."

About 350 students are enrolled in the Malcom Price Laboratory School at U.N.I. The board that governs U.N.I. and the other state-supported universities voted Monday to approve the closure of the school by June 30th.

The overall plan should improve education for future teachers, according to the governor.

"I support President Allen and the Board of Regents...They're the closest to this and in the best position to make this decision," Branstad said. "And I know it's never easy when you make

dramatic change like this, but I respect and appreciate (Allen's) courage and his commitment to making the University of Northern Iowa an even better school for the future."

According to a consultant's report, the lab school at U.N.I. needs up to \$30-million worth of upgrades and the president of the Board of Regents has said that is "not affordable at thie time."

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Subject: Re: Special Meeting of the Teacher Education Senates, 3:30, Feb. 28, Lantz Auditorium, McCollum Science Hall

From: James Davis <james.davis@uni.edu>

Date: 2/28/2012 11:50 AM

To: Melissa Heston <melissa.heston@uni.edu>

CC: Cheryl Roberts <cheryl.roberts@uni.edu>, Katheryn East <katheryn.east@uni.edu>, TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

Don't know Cheri's availability, but I'll take a run at something. JSD

On 2/28/2012 11:19 AM, Melissa Heston wrote:

Jim and Cheryl,

Would you be willing to craft a motion for the Senates to consider? It may be there are people bringing a motion, but if so, I don't know who.

Melissa

On 2/28/2012 9:53 AM, Cheryl Roberts wrote:

Hear, Hear, Jim.

On Tue, Feb 28, 2012 at 9:49 AM, James Davis <james.davis@uni.edu> wrote:

For many of the reasons mentioned here, a vote of "no confidence" should be considered... and urged upon the faculty Senate. This is a necessary step, as I understand it, before an injunction can be obtained, stopping the process for an investigation and allowing the AAUP to get involved. Even if this seems harsh and adversarial to some, the system has been "used" by those who have brought us to this point, and the system must be used as possible to counter them. Any administrator who thinks faculty and staff should be able to take these actions as "nothing personal" should be able to not take appropriate responses personally.

JSD

On 2/28/2012 8:24 AM, Katheryn East wrote:

I propose that we start with a motion based on the one passed by the TEF on Sunday as it will give us a beginning point.

We, the body responsible for teacher education governance, oppose President Allen's recommendation to close MPLS because consultation with teacher education governing bodies has not occurred and due process as established by university guidelines has not been followed. We request the Regents or their agent provide the following to the Teacher Education Executive Council before any final decision is made:

- full disclosure of all data considered by UNI Central Administration, including all sources and a detailed timeline;
- ample opportunity for all teacher education governing bodies to respond and provide additional relevant data;
- a review of the process used to make the decision and its implications for curriculum and state code (Chapter 79) requirements;
- a review of the process used to make the decision and its implications for governance, particularly the precedence for top-down decision making in an institution that values shared governance;
- any plans to assure teacher education students will receive a premier clinical experience at Level 2;
- a detailed analysis of the impact on all other field experiences (including Level 1, Level 3, methods courses, and student teaching) in the future;
- any plans to assure that the R&D function is maintained.

We request that the results of the vote on this motion be sent to: The Iowa Board of Regents, Dr. Ben Allen, Dr. Gloria Gibson, Dr. Dwight Watson, all members of the Academic Affairs Council, all members of the President's Cabinet, the University Senate, the Teacher Education Faculty (TEF), the Elementary and Secondary Senates, the TEF Executive Council, the Teacher Education Advisory Board, the R&D School Advisory Board, Director of Iowa DE Jason Glass, all members of the Iowa Legislature, and the news media.

Katheryn

On 2/28/2012 7:44 AM, Melissa Heston wrote:

Hi all,

Please feel free to forward this message to anyone.

Today there will be a special meeting of the Elementary and Secondary Teacher Education Senates at 3:30 in the Lantz Auditorium in McCollum Science Hall. Yesterday, the Board of Regents voted to close Price Laboratory School based on the recommendation of President Allen. This purpose of this meeting is to consider formal responses to President Allen's recommendation regarding the closing of Price Laboratory School, and the decision by the Board of Regents. This will be an open meeting.

To date, neither Cherin Lee nor I have received any draft motions for the Senates to consider. Please remember that anyone wishing to bring forth a motion for the Senates to consider must prepare the motion in writing in advance, and bring a minimum of 60 copies of the motion for distribution to the Senates. Please be sure that any motion is clearly written and describes specifically the decisions and/or actions you wish the Senates to consider. There is unlikely to be sufficient time for redrafting motions that are poorly written.

Members of the audience will be allowed to speak, and depending upon attendance, strict time limits may be enforced. In addition, no member of the audience will be allowed to speak a second time until all members of the audience have had a chance to speak.

The bylaws for the Senates can be found at this website:
<http://www.uni.edu/teachered/administration-and-governance>.

Melissa and Cherin

--
Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa

--
617 SEC
Cedar Falls, IA 50614-0607

[319-273-6789](tel:319-273-6789)

Subject: Communication with the public

From: Joanna Thompson <joanna.thompson-yezek@uni.edu>

Date: 2/28/2012 12:54 PM

To: Lyn Countryman <lyn.countryman@uni.edu>, James Stichter <jim.stichter@uni.edu>, "James O'Connor" <james.oconnor@uni.edu>, Kenneth Bleile <ken.bleile@uni.edu>, Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

In the light of the BOR decision yesterday, I was wondering if there was going to be any sort of formal announcement from the university or school regarding the closure of PLS. The differences in the way communication about other possible departmental changes and closures and the way the information about PLS is being handled is terribly jarring. I am receiving constant updates regarding the communications occurring between the UNI administration and the faculty senate, for instance, or the closure of Print Services, but nothing whatsoever, not even the barest mention, of the closure of Price Lab. I find this to absolutely ridiculous, considering the community response in the aftermath of these announcements.

Right now, what I as a parent would like to know specifically is the direction of the next steps that we as parents are supposed to take. Is there going to be help and information regarding this change? How do we begin this transition? If you aren't yet aware, couldn't that be addressed as well? My son keeps saying that he just wants to know what happens next. His questions are now echoed by me. What happens next? Why isn't UNI or PLS handling some of these announcements? Are we to simply continue to receive all pertinent information from the news media?

I am extremely disappointed in this administration's ability to communicate with the PLS public. I understand that everyone is under extreme duress, but as leaders, you are all expected to rise above. Isn't this what is being taught to our kids? I expect more from leaders, especially leaders in education, as I have always expected more from this school.

Please remember that we are all dealing with this together, as a community, and that the most important thing to the parents of PLS are our kids. We need to know that their interests are being served to the best of your abilities, even in light of this terrible news. The kids are still why we're all here. Please demonstrate that you are aware of this by opening communications regarding these issues. We deserve at least this minimal courtesy.

Thank you for your time,
Joanna Thompson-Yezek

--

Joanna Thompson-Yezek
C'TLM Lead Technical Writer
University of Northern Iowa

E. Bartlett Hall 225
Cedar Falls, Iowa 50613
Skype: joanna.thompson-yezek
(319) 273 7361
joanna.thompson-yezek@uni.edu

Subject: A motion to be placed before the Teacher Education Senates on Feb 28, 2012

From: Melissa Heston <melissa.heston@uni.edu>

Date: 2/28/2012 1:22 PM

To: TEF-all@uni.edu, Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>

Hi all,

I am send you an electronic copy of a motion that will be brought forth at the special joint meeting of the Teacher Education Senates on Feb. 28, 2012. The meeting will be in Lantz Auditorium in MSH, from 3:30 to 5:00.

A Motion Placed Before the Joint Elementary and Secondary Teacher Education Senates February 28, 2012

Whereas,

It appears that the University administration is deciding to make significant and substantial cuts in curricular programs with supreme disregard of the university's mission and its strategic plan, without any consultation with faculty in affected programs and faculty knowledgeable about the interrelationships of academic programs, with evident disregard for the values of shared governance, and based upon extremely fragmented and reductionistic data;

It appears that the University administration is willing to devastate the breadth, diversity, and interdependency of our curricular offerings in ways that will do immediate and immeasurable harm to the academic integrity and viability of our university, as well as immediate and immeasurable harm to the high regard extended to the University by, among others, current and prospective students, former students, prospective employers of our students, and prospective donors;

Be it resolved that the joint body of the Elementary and Secondary Teacher Education Senates, on behalf of the Teacher Education Faculty, hereby express a vote of No Confidence in the leadership and decision-making of both President Ben Allen and Provost Gloria Gibson, as well as the Iowa Board of Regents.

Be it further resolved that the results of said vote shall be conveyed immediately to the Teacher Education Executive Council, the University Faculty Senate, President Allen and Provost Gibson, the Board of Regents, all members of the Iowa Legislature, Iowa Department of Education Director Jason Glass, and Governor Terry Branstad.

The Elementary and Secondary Teacher Education Senates urge the University Faculty Senate to follow suit, and to pursue all appropriate legal action to intervene in the current destructive course of events.

Melissa L. Heston <Melissa.Heston@uni.edu>

Subject: Fwd: Important E-mail by Cathy DeSoto

From: Joel Haack <joel.haack@uni.edu>

Date: 2/28/2012 3:00 PM

To: PHILIP MAUCERI <philip.mauceri@uni.edu>, Farzad Moussavi <Farzad.Moussavi@uni.edu>, Dwight Watson <Dwight.Watson@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Michael J Licari <Michael.Licari@uni.edu>, Ginny Arthur <Virginia.Arthur@uni.edu>

Likely you've seen this, but in case not.

Dear UF Member,

Yesterday afternoon, a United Faculty (UF) committee met with members of the UNI administration and representatives of the Board of Regents (BOR) for a discussion initiated by the BOR in regard to Article V – Staff Reductions of the Master Agreement (<http://www.uni.edu/vpaa/11-13facultycontract/5.shtml>). The BOR is required to meet with UF if any administrative restructuring of academic units will result in layoffs. We have had several meetings as part of a required process covered under Article V, section 5.2, as follows:

Definition of the term, “program area,” for the purposes of specific implementation of this Article, will be made, if possible, by agreement between the Board and United Faculty. Where such agreement is not reached in a reasonable time, the Board shall provide a reasonable definition of the term, “program area.”

As you are well aware, these discussions have been challenging. The BOR has put forward definitions of “program area” that are problematic and which could leave faculty vulnerable to arbitrary and vindictive layoffs. UF has put forward definitions that protect faculty while ensuring administrative flexibility. We have yet to reach an agreement, though we are continuing to meet and to discuss “program area” definition in good faith.

UF (like everyone else) only found out about the proposed Price Lab closure from the media. Today, in response to an information request, we were shown a list of possible academic programs slated for closure or suspension. Contrary to email released earlier today by UNI Public Relations, UF was not required to keep such information confidential, nor, at the advice of legal council, would we agree to do so. Such

information needs to be publically available simply to allow for shared governance. In keeping with AAUP guidelines for program closure, faculty must have the ability participate in any discussion regarding such important curricular matters.

Though the information provided today was a step in the right direction, it does little to fulfill the administration's responsibility to consult with faculty. That said, the proposed closure's full impact on faculty employment remains unclear at this time. All we were told by the administration is that around 30 total faculty members could be affected, in addition to faculty who could be impacted by the proposed Price Lab closure. Furthermore, the curricular impact is breathtaking in its scope and, if executed as proposed, would have a devastating impact on the educational experience UNI is able to offer students. Majors ranging from Physics to Philosophy are recommended for elimination.

In brief, the BOR is considering closing all undergraduate majors that have not averaged at least 10 graduates per year over the last five years (for Master's programs the threshold was four graduates per year over the last five years; for Ph. D. programs, the threshold was three). This determination was made without regard for how courses offered in a low enrollment major may also fulfill needs in other programs. Nor did this determination take into account departments that have chosen to offer their curriculum via many specialized majors rather than in a single broad-based major. Nor has the administration clarified how individual faculty members will be assigned to specific program areas.

While we are unable to provide a full list of affected degree areas, the list we were shown contained dozens of degrees offerings slated for elimination. The attached document provides the graduation rate data that the administration used in making its determinations. If this one-size-fits-all approach to decision making is allowed to stand, the result would be a wholesale abandonment of the principle of shared governance. It would create a University of Northern Iowa that offers students a lesser educational experience.

Though the situation is changing on an almost daily basis, at this time there have been no layoffs announced by the administration, and they have reiterated their contractual obligation to use attrition, whenever possible, to achieve staff reductions. UF remains committed during these difficult times to using whatever tools are at our

2 of 3

disposal to protect our members' rights as the best means of ensuring that UNI is able to accomplish its educational mission and provide the citizens of the state of Iowa with a dedicated and committed faculty that offers students the highest quality education.

Jim O'Loughlin, Ph.D.
Department of English
Article 5 Negotiation Team, On behalf of UF-AAUP

2 of 3

Dean, College of Humanities, Arts and Sciences
University of Northern Iowa

— Attachments: —

DegreesGranted 01 30 12-1.pdf	27 bytes
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transition

Subject: transition

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 2/28/2012 5:20 PM

To: "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

Gloria and Dwight --

Attached is the updated Transition Team list ---

note: please refer to page 3 - for the decisions made on Feb. 28 - re: teams.

I will call you Dwight - on Wed. around 2:30 pm - when you are returning from Ames.

Thanks, Brenda

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

— Attachments: —

Transition Team.xlsx

13.6 KB

Transition Team

1. Team Leaders

2. COE Dean Dwight Watson

3. Politics Pat Geadelmann

4. R&D Advisory Council Brenda Buzynski

5. Legal

University Counsel
Board Office Counsel
Outside Counsel

Tim McKenna

Contractual agreements

6. Academic

Clinical

Becky Hawbaker

Student Teaching

Melissa Heston

7. Activities

Activity Director

?

8. Budget

Funds, Accounts

Bruce Rieks

9. **Facility**

Facility Management

Morris Mikkelson
Michael Hager

10. **Communication**

University Relations

Stacey Christensen

11. **Personnel**

Faculty

Ginny Arthur

P&S and Merit

Michelle Byers

12. **CDC**

Child Development Center

CDC Rep?

13. **Public Relations (relationships)**

Naming - ?

Donors - ?

February 28 - Teams

1. MPLS Parents and Students - K-12 Students Team

Dewitt Jones
Clare Struck
Jim Stitcher
Carrie Dieken
Josh Hendricksen
Nadene Davidson
Tim McKenna
Jason Glass
Brenda Buzynski

2. MPLS Teachers and Staff - Employability Team

Gloria Gibson
Virginia Arthur
Dwight Watson
Michelle Byers

3. Field Base Team

Melissa H.
Cherin L.
Becky H.
Nadine D.
Lyn C.
Diane B.
Mary H.

4. CDC Team

Tara
Amy
Michael Hager

5. Communication Team

Stacey Christensen

Subject: Outcome of a No Confidence Vote by the Faculty Governance Bodies for UNI Teacher Education

From: Melissa Heston <melissa.heston@uni.edu>

Date: 2/28/2012 5:50 PM

To: TEF-all@uni.edu

Dear Colleagues,

At today's joint meeting of the Elementary and Secondary Teacher Education Senates, the motion below was approved by a 15 to 1 margin, with 1 abstention. A petition will be filed with Faculty Senate as required by the motion, with a request to docket at the head of the order.

**A Motion Placed Before the Joint Elementary and Secondary Teacher Education Senates
February 28, 2012**

Whereas,

It appears that the University administration is deciding to make significant and substantial cuts in curricular programs with supreme disregard of the university's mission and its strategic plan, without any consultation with faculty in affected programs and faculty knowledgeable about the interrelationships of academic programs, with evident disregard for the values of shared governance, and based upon extremely fragmented and reductionistic data;

It appears that the University administration is willing to devastate the breadth, diversity, and interdependency of our curricular offerings in ways that will do immediate and immeasurable harm to the academic integrity and viability of our university, as well as immediate and immeasurable harm to the high regard extended to the University by, among others, current and prospective students, former students, prospective employers of our students, and prospective donors;

Be it resolved that the joint body of the Elementary and Secondary Teacher Education Senates, on behalf of the Teacher Education Faculty, hereby express a vote of No Confidence in the leadership and decision-making of President Ben Allen.

Be it resolved that the joint body of the Elementary and Secondary Teacher Education Senates, on behalf of the Teacher Education Faculty, hereby express a vote of No Confidence in the leadership and decision-making of Provost Gloria Gibson.

Be it resolved that the joint body of the Elementary and Secondary Teacher Education Senates, on behalf of the Teacher Education Faculty, hereby express a vote of No Confidence in the leadership and decision-making of the Iowa Board of Regents.

Be it further resolved that the results of said vote shall be conveyed immediately to the Teacher Education Executive Council, the University Faculty Senate, President Allen and Provost Gibson, the Board of Regents, all members of the Iowa Legislature, Iowa Department of Education Director Jason Glass, and Governor Terry Branstad.

The Elementary and Secondary Teacher Education Senates urge the University Faculty Senate to follow suit, and to pursue all appropriate legal action to intervene in the current destructive course of events.

Melissa L. Heston <Melissa.Heston@uni.edu>

Coordinator, Elementary Teacher Education

University of Northern Iowa

Re: vote of no confidence issued by teacher education faculty senate

Subject: Re: vote of no confidence issued by teacher education faculty senate

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/28/2012 6:27 PM

To: Alison Gowans <alison.gowans@patch.com>

CC: "JAMES O'Connor" <james.oconnor@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>, DEWAYNE D PURDY <DeWayne.Purdy@uni.edu>, cabinetonly@uni.edu, Sheila Koppin <sdoyle@iastate.edu>

Alison,

We find this action disappointing, but unfortunately not surprising. The decisions that were outlined and announced last week are understandably difficult for many people. UNI remains committed to being nationally known for innovative education, preparing students for success in a rapidly changing, globally competitive, and culturally diverse world.

Jim

On Feb 28, 2012, at 5:17 PM, Alison Gowans wrote:

Hi James and Shelia,

I just left a meeting of the joint elementary and secondary teacher education senates at UNI, and they have issued a vote of no confidence in President Ben Allen, Provost Gloria Gibson and the Iowa Board of Regents. Just wondering if there is any comment in response to that from either of your offices.

Thank you,

--

Alison Gowans
Local editor, Cedar Falls Patch
www.cedarfalls.patch.com

(319) 850-3474
alison.gowans@patch.com

To advertise with Patch, contact:
John Hoeft
612-384-2396
john.hoeft@patch.com

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761

3/9/2012 4:15 PM

Subject: Revised agenda for Senate Meeting on Mar. 1 (3:30 CBB 319)

From: Melissa Heston <melissa.heston@uni.edu>

Date: 2/28/2012 6:30 PM

To: Tony Gabriele <anthony.gabriele@uni.edu>, Amy Lockhart <amy.lockhart@uni.edu>, Linda Fitzgerald <Linda.Fitzgerald@uni.edu>, Denise Tallakson <denise.tallakson@uni.edu>, "Dr. Jean Schneider" <jean.schneider@uni.edu>, Michelle Swanson <michelle.swanson@uni.edu>, Deb Tidwell <deborah.tidwell@uni.edu>, Wendy Miller <wendy.miller@uni.edu>, Susan Brennan <susan.brennan@uni.edu>, Ripley Marston <ripley.marston@uni.edu>, Cherin Lee <cherin.lee@uni.edu>, deirdre heistad <d.heistad@uni.edu>, Lori Wurtz <lori.wurtz@uni.edu>, Barb Hill <barbara.hill@uni.edu>, TEF-all@uni.edu

Hi all,

I've attached a revised agenda for our meeting on Thursday. I have left the closing of PLS on the agenda for information gathering purposes specifically in relationship to placement concerns.

Melissa

Melissa L. Heston <Melissa.Heston@uni.edu>

Coordinator, Elementary Teacher Education

University of Northern Iowa

— Attachments: —

Elementary Senate Agenda Mar 1 12.docx

17.1 KB

Elementary Teacher Education Senate
3:30 Thursday, March 1, 2012
CBB 319

Agenda

- I. Roll and Introduction
- II. Approval of the Minutes for January 12, 2012
- III. Old Business
 - a. Elections Structure
 - b. Update on Matters arising at the State (Heston)
 - i. Status of curriculum exhibit approval process
 - c. Update on the Executive Council
 - d. Update on legislative bills
 - e. Possible topics for a spring Teacher Education Faculty meeting (Hawbaker)
- IV. New Business
 - a. Professional Sequence Course Review
 - i. Meeting the Needs of Diverse Learners
 - ii. Human Relations
 - iii. Educational Technology and Design
 - b. Possible curriculum changes to be initiated in the Fall 2012 semester (Discussion item only)
 - i. Ownership of and responsibility for the Level I field experience/
 - ii. Presentation from the EDPSYCH 2030 (Dynamics of Human Development/200:030) faculty?
 - iii. Changes coming from majors and minors
 - 1. New Interpretation from the BOEE regarding reading instruction/reading recovery as part of the curriculum for all students getting an PK-8 endorsement in any area (Music, Art*, PE*, Health, Modern Languages*, TESOL, Special Education):
Solutions
 - a. a course in reading instruction as part of the professional sequence (1 credit); used by Univ. of Iowa for K-12
 - b. requiring a non-credit mini course as part of requirements for a licensure recommendation (not as part of a degree per se)
 - c. integrating reading instruction into methods courses (must include reading recovery related content)
- V. Business for the Good of the Order
 - a. University Strategic Plan Goals, Strategies, Tactics, and Indicators (Lee)
- VI. Upcoming Dates (Subject to change)

a. Mar. 6	Executive Council Meeting*	4:00	Seerley 119
b. Mar. 22	Secondary Teacher Education Senate	3:30	CBB 319
c. Apr. 5	Teacher Education Convocation	4:00	GBPAC
d. Apr. 12	Elementary Teacher Education Senate	3:30	CBB 323
e. Apr. 10	Executive Council Meeting*	4:00	Seerley 119
f. Apr. 19	Secondary Teacher Education Senate	3:30	CBB 319
g. May 3	Elementary Teacher Education Senate	3:30	CBB 319

*Indicates a closed meeting

Subject: Outcome of Vote by the Faculty Governance Bodies for UNI Teacher Education

From: Cherin Lee <cherin.lee@uni.edu>

Date: 2/28/2012 6:35 PM

To: Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

Dear President Allen and Executive Vice President and Provost Gibson,

As Coordinator of Secondary Teacher Education at UNI I am communicating the following outcome of a motion and vote taken this afternoon in a special joint meeting of the Elementary and Secondary Teacher Education Senates.

Cherin

Cherin Lee

Coordinator of Secondary Teacher Education

319-273-2499

Chair Science Education

319-273-7357

McCollum Science Hall 153

University of Northern Iowa

Cedar Falls, IA 50614-0296

At today's joint meeting of the Elementary and Secondary Teacher Education Senates, the motion below was approved by a 15 to 1 margin, with 1 abstention. A petition will be filed with Faculty Senate as required by the motion, with a request to docket at the head of the order.

**A Motion Placed Before the Joint Elementary and Secondary Teacher Education Senates
February 28, 2012**

Whereas,

It appears that the University administration is deciding to make significant and substantial cuts in curricular programs with supreme disregard of the university's mission and its strategic plan, without any consultation with faculty in affected programs and faculty knowledgeable about the interrelationships of academic programs, with evident disregard for the values of shared governance, and based upon extremely fragmented and reductionistic data;

It appears that the University administration is willing to devastate the breadth, diversity, and interdependency of our curricular offerings in ways that will do immediate and immeasurable harm to the academic integrity and viability of our university, as well as immediate and immeasurable harm to the high regard extended to the University by, among others, current and prospective students, former students, prospective employers of our students, and prospective donors;

Be it resolved that the joint body of the Elementary and Secondary Teacher Education Senates, on behalf of the

Teacher Education Faculty, hereby express a vote of No Confidence in the leadership and decision-making of President Ben Allen.

Be it resolved that the joint body of the Elementary and Secondary Teacher Education Senates, on behalf of the Teacher Education Faculty, hereby express a vote of No Confidence in the leadership and decision-making of Provost Gloria Gibson.

Be it resolved that the joint body of the Elementary and Secondary Teacher Education Senates, on behalf of the Teacher Education Faculty, hereby express a vote of No Confidence in the leadership and decision-making of the Iowa Board of Regents.

Be it further resolved that the results of said vote shall be conveyed immediately to the Teacher Education Executive Council, the University Faculty Senate, President Allen and Provost Gibson, the Board of Regents, all members of the Iowa Legislature, Iowa Department of Education Director Jason Glass, and Governor Terry Branstad.

The Elementary and Secondary Teacher Education Senates urge the University Faculty Senate to follow suit, and to pursue all appropriate legal action to intervene in the current destructive course of events.

Subject: Fwd: PLS activity
From: "James O'Connor" <james.oconnor@uni.edu>
Date: 2/28/2012 7:36 PM
To: cabinetonly@uni.edu
CC: "James O'Connor" <james.oconnor@uni.edu>

See below, copied from Facebook.

Jim

Begin forwarded message:

From: dconklin <dconklin@cfu.net>
Date: February 28, 2012 6:52:57 PM CST
To: stacey.christensen@uni.edu, "james.oconnor@uni.edu"
<james.oconnor@uni.edu>
Subject: PLS activity

copied from Facebook

Keep Price Lab Open
Support Price Lab, Inc. Meeting

Meeting scheduled on Thursday, March 1 at 7:30 pm in the auditorium (following the high school basketball banquet). We will discuss the creation of Support Price Lab Inc, legal counsel/lobbyist, utilization of a communication media team, and the merging of groups so we do not duplicate efforts

Like · Comment · Share · 55 minutes ago

5 people like this.

Keep Price Lab Open This is for all parent, students, educators and supporters; please try to come. We will also try to get a better handle on communication between various groups working on different projects and give jobs to people who have special skills or just want to help out. Just be there.

52 minutes ago · Like

Keep Price Lab Open Support Price Lab, Inc. is a new not-for-profit corporation organized for the sole purpose of maintaining the lab school along with plans of retaining a lobbyist and public relations firm to help us inform the public and legislature of the need for our school. We need a coordinated and sustained push to combat the forces that want to dismantle MPLS and teacher education at UNI. We count on your support and resolve.

48 minutes ago · Like

Write a comment...

Sent from my iPad
Liz

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

appreciation

Subject: appreciation

From: Becky Hawbaker <becky.hawbaker@uni.edu>

Date: 2/29/2012 10:26 PM

To: ben.allen@uni.edu, Gloria Gibson <gloria.gibson@uni.edu>

While I disagree with your MPLS decision and hate the lack of transparency and consultation on principle, I also understand why you chose that route in the case of the MPLS decision. I wanted you to know that I ultimately found the fast timeline and limited debate a kindness in the end for me professionally and more importantly for my children. The closure announcement in 2002 and the 2007 MPLS Task Force taught me there are deep, divisive differences of opinion about the value of MPLS at UNI and in our community and that further discussion does not bring greater understanding and consensus but rather deeper divisions, anger, hurt feelings, and despair. I shared this opinion at the TE Special Joint Senate meeting yesterday and at the TE Faculty meeting on Friday.

Despite the absolute panic Fall 2012 now causes me otherwise, I am grateful to not have to face a year of uncertainty and agony that would have prevented me from being able to look forward. The lack of a safety net is really disturbing, but also may help push through previously intractable issues. I am ready to move ahead, and recognize at least a possibility that ten years from now, I will have a different perspective on your decision to close MPLS.

I was moved by the visible emotional toll your decisions have taken on both of you (and that is saying something since my office is in the Counseling area of MPLS, which has seen heavy traffic this week). I sincerely wish you the best and wish all of us better sleep and a stronger future ahead. Take care.

--
Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Fwd: 2nd request for information

Subject: Fwd: 2nd request for information
From: Patricia Geadelmann <patricia.geadelmann@uni.edu>
Date: 2/29/2012 5:33 PM
To: Dwight.Watson@uni.edu
CC: Gloria Gibson <gloria.gibson@uni.edu>, Brenda.Buzynski@uni.edu

This is the other set, but more may be coming from Sen. Danielson

----- Original Message -----

Subject: 2nd request for information
Date: Wed, 29 Feb 2012 16:48:22 -0600
From: Jeneane Beck <jeneane.beck@uni.edu>
To: Jane Larson <jane.larson@uni.edu>, Patricia Geadelmann
<patricia.geadelmann@uni.edu>

Pat,

I believe Senator Danielson is going to submit a series of questions but this is his primary request.

Can we provide a balance sheet that shows Price Lab's finances since the state approved per pupil funding a few years ago?.

Also how many level two students in teacher preparation will we need to find placements for next year.

Jeneane

--
Jeneane Beck
UNI State Relations Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale IA 50322-7905
Cell phone 515-971-2563

Open Letter to Ben Allen and colleagues

Subject: Open Letter to Ben Allen and colleagues

From: Michael William <vmustang23@yahoo.com>

Date: 3/1/2012 10:10 AM

To: "ben.allen@uni.edu" <ben.allen@uni.edu>, "jane.larson@uni.edu" <jane.larson@uni.edu>, "joseph.murphy@uni.edu" <joseph.murphy@uni.edu>, "sara.Ehrig@uni.edu" <sara.Ehrig@uni.edu>, "gloria.gibson@uni.edu" <gloria.gibson@uni.edu>

Ben Allen and colleagues,

There are numerous items that are not clear with your decision to be have Price Lab school closed. I would like to address them within this communication.

When you started at this position, it was your goal to keep UNI as a premier education school, and I understand groups were setup to monitor what is best for this school. Regardless of how you look at it, removing a laboratory school is never a positive event. I believe that this is the first step that UNI is taking to become more of a business school and less of a teaching school. I also believe the main reason of this being cut, due to budget cuts, is unfounded. I believe that the amount of \$30 million needs to be broken down. A local media group did their own research on this and came up with approximately \$277K. Please define the \$30 million that your stating is needed.

Also, why the rush with the decision and lack of discussion? This is what concerns me most. Then democratic decision making process was never had, and your enabling it from not being done. It is shocking to me, the university that I have looked up to, ever since I moved to the Cedar Valley, would deny parents, students, the public and even its own faculty and staff the right to have collaborative discussion over a significant development such as this. It is concerning to say the least.

You can release the plan within the first week of March, but we already have a preliminary idea as to what this will be, this doesn't set UNI apart from other schools and simply puts in within the ranks of other standard education schools. Not to mention the potential costs of the transition that would outweigh the benefits.

All it is doing is dividing the public, the faculty and the campus. This is not about budget, this is about decisions and the proper way to deliver them. I do not question your ability to make decisions or your professionalism, but your handling of this even has not been up to par.

I understand that reversing your decision after the Board of Regents have weighed in may seem off, but its needed. Its needed before the image of the university is badly damaged.

Please think ahead to the current generation that will be impacted by this, and future generations. Its impacts are far outreaching, beyond the campus.

I look forward to your response and open dialogue in resolving this matter.

Mike

Fwd: member on Task Force on Teacher Leadership and Compens...

Subject: Fwd: member on Task Force on Teacher Leadership and Compensation
From: Joel Haack <joel.haack@uni.edu>
Date: 3/1/2012 11:52 AM
To: Gloria Gibson <gloria.gibson@uni.edu>, Pat Woelber <pat.woelber@uni.edu>

Gloria,

The three names Cherin lists below would be good choices.

Joel

----- Forwarded message -----

From: Cherin Lee <robert.lee@uni.edu>
Date: Thu, Mar 1, 2012 at 11:47 AM
Subject: member on Task Force on Teacher Leadership and Compensation
To: Joel Haack <joel.haack@uni.edu>
Cc: Melissa Heston <melissa.heston@uni.edu>, Dwight.Watson@uni.edu

Joel,

Yes - Vickie Robinson or Nick Pace or DeWitt Jones

Cherin

On 3/1/12 11:19 AM, Joel Haack wrote:

Cherin and Melissa,

Do you know any faculty member who would be good on this?

Joel

----- Forwarded message -----

From: Gloria Gibson <gloria.gibson@uni.edu>
Date: Thu, Mar 1, 2012 at 9:30 AM
Subject: Fwd: Task Force on Teacher Leadership and Compensation
To: Dwight Watson <Dwight.Watson@uni.edu>, Joel Haack <Joel.Haack@uni.edu>, "Philip.Mauceri@uni.edu" <Philip.Mauceri@uni.edu>

member on Task Force on Teacher Leadership and Compens...

Deans:

Please submit names to me today if possible. I'll discuss names with Ben. Gloria

----- Original Message -----

Subject: Task Force on Teacher Leadership and Compensation

Date: Thu, 1 Mar 2012 15:04:05 +0000

From: Gonzalez, Diana [BOARD] <gonzalez@iastate.edu>

To: 'gloria.gibson@uni.edu' <gloria.gibson@uni.edu>, Hoffman, Elizabeth [EVPP] <bhoffman@mail.iastate.edu>, 'Butler, Patrick B' <patrick-butler@uiowa.edu>

CC: 'van-allen-shalash@uiowa.edu' <van-allen-shalash@uiowa.edu>, 'pat.woelber@uni.edu' <pat.woelber@uni.edu>, Sasse, Monica [EVPP] <sasse@mail.iastate.edu>

The Board Office just learned that the Governor named members to the Task Force on Teacher Leadership and Compensation. There are currently no representatives from higher education. Upon conferring with IDOE Director Jason Glass, he agreed that we should have a representative on the Task Force from one of our teacher preparation programs. They are particularly looking for someone with a strong understanding of current compensation models and how to encourage teachers to become school leaders.

I am requesting nominations for membership on the Task Force. If there is someone from your university that you would like to nominate who has the characteristics they are looking for, I would appreciate it if you could send me that information no later than Tuesday, March 6, 2012. Please send me a brief bio with the name of the person.

Please let me know if you have any questions.

Diana

--
Dean, College of Humanities, Arts and Sciences
University of Northern Iowa

--
Dean, College of Humanities, Arts and Sciences
University of Northern Iowa

Fwd: member on Task Force on Teacher Leadership and Compens...

Cherin Lee

Assoc. Professor

Biology and Science Education

University of Northern Iowa

Dear Colleagues:

The meetings with United Faculty, Faculty Senate and the Graduate Council are complete. I appreciate the input from those groups as well as communication from faculty, students and alumni. We made significant changes based on the information that we received. Yesterday, I presented my recommendations to President Allen for academic program closures or restructurings. President Allen informed me today he has approved the list of program changes and will recommend it to the Board of Regents, State of Iowa for their consideration.

On average, the programs listed for closure graduated fewer than 2 students per year over the last five years. Today's recommendation is for the closure of 23 undergraduate majors, 19 undergraduate minors, 16 graduate programs, and the restructuring of 19 programs. The degree programs listed represent approximately 2 percent of the degrees granted in 2010-2011.

Program closures and restructurings are needed to address our budget realities in Academic Affairs and to assure resources are used efficiently and effectively.

The complete list of recommended academic program closures and restructurings is online at www.uni.edu/program-changes

If approved, these changes will impact the employment of some faculty and staff. The Board of Regents has approved an early separation incentive program for tenured faculty and we will do all we can to minimize layoffs. All students enrolled in affected programs of study will be able to complete their coursework and graduate.

I realize the process of making these changes has been difficult. I also understand the concerns campus has felt. As educators we know that we can learn much from difficult circumstances. Let's use this experience to work together to strengthen the vitality of our academic community.

Gloria J. Gibson

Executive Vice President & Provost

Malcolm Price Laboratory School Transition Update

Subject: Fwd: Malcolm Price Laboratory School Transition Update
From: Brenda Buzynski <brenda.buzynski@uni.edu>
Date: 3/1/2012 6:48 PM
To: cabinetonly@uni.edu

Cabinet,

This email was sent approx. 5 pm on March 1 to all MPLS families.

Dwight, Lyn, and several others at PLS - are all aware - and received the communication before the families did.

Tuesday, March 6, 1pm, Lyn C., Clare S., Jim S., Carrie D., Josh H., Nadene D., and myself are meeting to discuss steps to help families continue to transition.

Many thanks to Stacey C. and Dewayne P. for helping with the communication aspect of this transition.

If questions, just let me know. Thanks - Brenda

----- Original Message -----

Subject:Malcolm Price Laboratory School Transition Update
Date:Thu, 01 Mar 2012 17:19:55 -0600
From:universityrelations@uni-mail.org
To:brenda.buzynski@uni.edu

University of Northern Iowa

March 1, 2012

Dear MPLS Parents and Students,

The Board of Regents, State of Iowa approved UNI's recommendation to close MPLS, effective June 30, 2012. We realize and understand that this decision will affect you, the staff, and teachers in various ways.

In an effort to increase communication, we will be providing information on a weekly basis to all families. In this first communication, we will provide information about an opportunity for all parents and students to ask questions about enrolling in their home district or completing open enrollment forms. Your home school district may also be sending correspondence to you about your options.

Opportunity for Parents and Students to Receive Information

For your convenience, representatives from surrounding public and private school districts will be available on **March 5, from 3-6 p.m.** in the MPLS gymnasium.

Each school will have two to four representatives available at tables throughout the gymnasium to answer specific questions about their school, such as the services they provide, their academic calendar, and the process to transfer academic credit. Also, a representative from the Iowa Girls High School Athletic Union will be available.

If you have any additional questions, please contact MPLS at 319.273.2514 or the College of Education at 319.273.2717. Again, we want to provide personalized information for you to address your questions and assist you in this transition.

Schools participating on March 5, 3-6 p.m., MPLS Gym

Bosco System Catholic Schools
Cedar Falls Community School District
Cedar Valley Catholic Schools
Dike-New Hartford Community School District
Hudson Community School District
Janesville Consolidated School District
St. Patrick School
Valley Lutheran High School
Waterloo Christian School
Waterloo Community School District

**Office of University Relations
University of Northern Iowa**

Subject: Re: TEF Special Meeting
From: Mary Doyle <mary.doyle@uni.edu>
Date: 2/24/2012 11:56 PM
To: Katheryn East <katheryn.east@uni.edu>
CC: Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

Yes

Sent from my iPhone

On Feb 24, 2012, at 7:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that meeting:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year

- the opportunity to provide the Regents additional data

Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn

--

Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

A Message from UNI President Ben Allen

Subject: A Message from UNI President Ben Allen
From: ben-allen@uni-mail.org
Date: 2/16/2012 5:23 PM
To: gloria.gibson@uni.edu

Office of the President - University of Northern Iowa

February 16, 2012

As I shared with you last month, the higher education landscape has changed dramatically, both in Iowa and throughout the nation. Changes have been made during the past few years to prepare us for the future in these challenging times. Unfortunately, those changes were not enough. We continue to need to make strategic budget decisions by reallocating and aligning resources to support our core mission and values.

Academic and non-academic programs, support services, and outsourcing opportunities are being reviewed. Malcolm Price Lab School, the UNI Museum, Panther Athletics and UNI Print Services are included in this review. We will announce academic program mergers and closures. The academic programs are those with low enrollment and few graduates. Students enrolled in those programs will be allowed to finish their programs.

We will continue to work with the Board of Regents, State of Iowa, and consult with applicable stakeholders, to make changes now to ensure the educational experience we want for every student exists in the future. We believe these decisions will result in an institution that retains and builds on its historic strengths, while aligning us for future success in a challenging and competitive education environment.

As leaders in higher education, we have a responsibility to our students, their parents and taxpayers of Iowa to maintain our excellent academic reputation, enhance access and affordability, and prepare for the future. In times like these, we must define our future before circumstances dictate it for us.

Sincerely,

Ben Allen

Office of the President
20 Seerley Hall
University of Northern Iowa
Cedar Falls, IA 50614

Subject: Message to forward
From: "James O'Connor" <james.oconnor@uni.edu>
Date: 2/16/2012 5:24 PM
To: cabinetonly@uni.edu, Sheila Koppin <sdoyle@iastate.edu>, Jeneane BECK <jeneane.beck@uni.edu>, Eileen Wixted <ewixted@wpntworld.com>, Tamera Hanson <thanson@wpntworld.com>
CC: "JAMES O'Connor" <james.oconnor@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>, DEWAYNE D PURDY <DeWayne.Purdy@uni.edu>

Here is the letter for external audiences. Please forward as discussed.

Jim

Office of the President - University of Northern Iowa
February 16, 2012

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We are working with the Board of Regents, State of Iowa, and consulting with applicable stakeholders, to make changes now to ensure the educational experience we want for every student exists in the future. Making difficult decisions today will help ensure that we continue our tradition of excellence. We believe these decisions will result in an institution that retains and builds on its historic strengths, while aligning us for future success in a

challenging and competitive education environment.

Thank you for your confidence and support.

Sincerely,

Ben Allen

Office of the President
20 Seerley Hall
University of Northern Iowa
Cedar Falls, IA 50614

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Subject: A Message from UNI President Ben Allen

From: ben-allen@uni-mail.org

Date: 2/16/2012 5:24 PM

To: gloria.gibson@uni.edu

Office of the President - University of Northern Iowa

February 16, 2012

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Thank you for your confidence and support.

Sincerely,

Ben Allen

Office of the President
20 Seerley Hall
University of Northern Iowa
Cedar Falls, IA 50614

A Message from UNI President Ben Allen

Subject: Fwd: A Message from UNI President Ben Allen
From: "James O'Connor" <james.oconnor@uni.edu>
Date: 2/16/2012 5:27 PM
To: cabinetonly@uni.edu, BRENDA C BUZYNSKI <Brenda.Buzynski@uni.edu>, Sheila Koppin <sdoyle@iastate.edu>, Jeneane BECK <jeneane.beck@uni.edu>
CC: "JAMES O'Connor" <James.OConnor@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>, DEWAYNE D PURDY <DeWayne.Purdy@uni.edu>

Here is the letter to UNI faculty and staff.

Jim

Office of the President - University of Northern Iowa
February 16, 2012

As I shared with you last month, the higher education landscape has changed dramatically, both in Iowa and throughout the nation. Changes have been made during the past few years to prepare us for the future in these challenging times. Unfortunately, those changes were not enough. We continue to need to make strategic budget decisions by reallocating and aligning resources to support our core mission and values.

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As leaders in higher education, we have a responsibility to our students, their parents and taxpayers of Iowa to maintain our excellent academic reputation, enhance access and affordability, and prepare for the future. In times like these, we must define our future before circumstances dictate it for us.

Sincerely,

Ben Allen

Office of the President
20 Seerley Hall
University of Northern Iowa
Cedar Falls, IA 50614

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett

Fwd: A Message from UNI President Ben Allen

Cedar Falls, IA 50614-0392

Office: (319) 273-2761

Fax: (319) 273-2888

james.oconnor@uni.edu

www.uni.edu

Subject: PDS and Lab School

From: Becky Hawbaker <becky.hawbaker@uni.edu>

Date: 2/16/2012 8:41 PM

To: ben.allen@uni.edu, Gloria Gibson <gloria.gibson@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>

CC: Lyn Countryman <Lyn.Countryman@uni.edu>, Nadene Davidson <nadene.davidson@uni.edu>, "Melissa L. Heston" <Melissa.Heston@uni.edu>, Cherin Lee <Cherin.Lee@UNI.edu>

I was shocked and dismayed to read on the online edition of the Courier that UNI is considering elimination of all or part of Price Lab School and replacing it with virtual and distributed partnerships with other schools and districts.

For the last five+ years, I have worked tirelessly to establish a strong Professional Development School partnership with the Cedar Falls and Waterloo School Districts, and we have built a great model that I am proud of. However, it is my strong opinion that this model cannot replace what Price Lab School provides to our teacher education program, let alone what they provide to the state, nation, and world in outreach, professional development, and research. If UNI expects to be premier, I believe we must have BOTH a strong PDS network AND a strong R&D/lab school.

I certainly hope that you are well aware of the following:

- The UNI PDS with Cedar Falls and Waterloo has made great strides, including the signing of the Articulation Agreement and cost sharing the compensation for the teachers who serve as our Site Coordinators, HOWEVER, we have NOT taken this model to scale at ANY level of our teacher education program. We are closest at Level 1, where about 50% of the 300-400 Level 1 students benefit from PDS supervision of their experience. We do not have, nor have been asked to develop, any models to replace Price Lab School. Our PDS Site Coordinators have not been asked to recruit anywhere near the capacity required to replace Price Lab, and fall short in a number of areas as is.
- Price Lab School provides placements for 600+ Level 2 field experience placements each year, plus miscellaneous placements and experiences for 50+ other UNI courses that total more than 20,000 student contact hours

per year. (I was asked for the list of these courses and experiences in the fall, so I assume you have these, let me know if you need them again). The UNI PDS has experimented with a model that placed a small number (about 40) Level 2 students in other schools. We found that this model required hiring a university supervisor to provide the the extensive mentoring needed to assist the student in completing the Level 2 Teacher Work Sample and that it was very difficult to find sufficient supervisors to meet demand. Among my current cadre of retired teachers who serve as PDS Supervisors, only ONE of them is willing to do Level 2 supervision because it is too demanding.

- As the person responsible for making the Level 1 (Level 2) and elementary/middle Level 3 placements in area schools, I can personally attest to the high degree of stress and difficulty in finding enough willing, qualified, and competent mentor teachers for current demand WITH significant current contributions from Price Lab. UNI Secondary Methods faculty report ongoing difficulties as well in a number of areas. I believe it is impossible to maintain quality placements for UNI teacher education students without Price Lab School.

- The support and active involvement of Price Lab School faculty, who clearly understood both the demands of K12 teaching and the need for quality mentoring of preservice teachers built and sustained the UNI PDS. They piloted and helped us build the supervision model for Level 1 and non-PLS Level 2. They created the curriculum for the Mentoring Preservice Teachers courses we offer as low-cost graduate credits through Continuing Ed. They have served as small group discussion leaders for the Level 1 field experience students to add an additional layer of mentoring. They have been an engine of innovation in mentoring practices that I communicate out to our partner schools for the benefit of all. Future improvements to our PDS model depend on future innovations by Price Lab teachers.

- In potentially closing Price Lab, UNI loses all state-foundation aid funding that would have otherwise been generated by educating K-12 students. Price Lab was on track to grow by more than 50 students prior to this announcement, above last year's total. Lessons from 2002 tell us that we will lose more than a 1/3 of total students and all new students with

uncertainty from UNI, only now that translates directly into dollars.

I stand ready to advise and assist you and I urge you to recalculate your announced decision regarding Price Lab School in light of its impact on UNI teacher education.

--

Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

budget media stories

Subject: budget media stories
From: Stacey Christensen <stacey.christensen@uni.edu>
Date: 2/17/2012 8:39 AM
To: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, James O'Connor <james.oconnor@uni.edu>
CC: Stacey Christensen <stacey.christensen@uni.edu>, Tamera Hanson <thanson@wixtedinc.com>, Brenda Buzynski <Brenda.Buzynski@uni.edu>, DeWayne Purdy <deWayne.purdy@uni.edu>

Here are the main stories that have come out since last evening regarding yesterday's budget message. Feel free to forward on to the entire Cabinet. So essentially, two stories in the Courier, one KWWL, Gazette and one KCRG. Social media has been quiet.

<http://www.kcrg.com/news/local/UNI-Looks-to-Academics-Athletics-Lab-School-to-Cut-Budget-139495138.html>
http://wcfcourier.com/news/local/update-uni-president-cuts-could-be-coming-for-academics-athletics/article_986f279a-58f0-11e1-baab-0019bb2963f4.html
<http://technews.tmcnet.com/news/2012/02/16/6126738.htm>
<http://thegazette.com/2012/02/16/uni-will-look-to-academics-athletics-lab-school-to-cut-budget/>
http://wcfcourier.com/news/local/uni-president-cuts-could-be-coming-for-academics-athletics-and/article_986f279a-58f0-11e1-baab-0019bb2963f4.html
<http://www.kwwl.com/story/16956986/uni-president-looking-into-budget-cuts>

Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

Fwd: The Facts

Subject: Fwd: The Facts

From: Mike Licari <michael.licari@uni.edu>

Date: 2/17/2012 10:25 AM

To: Virginia Arthur <virginia.arthur@uni.edu>, Gloria J Gibson <gloria.gibson@uni.edu>

FYI

----- Original Message -----
Subject: The Facts

Date: Fri, 17 Feb 2012 10:01:15 -0600

From: Lyn Countryman, Ph.D., NBCT <lyn.countryman@uni.edu>

To: plspublic@uni.edu

Dear PLS Public,

Knowing that you all have heard the news you probably have some questions.

Here ARE the FACTS

How all of us heard about the announcement from the UNI President is the SAME way you did, through the online news articles. No one here has had conversations with the President or Provost about their announcement.

The faculty at MPLS sent a letter to President Allen requesting a conversation about why the *DIRECTOR's search *was not proceeding. (It has been in the Provost's/President's office since the end of August. The Provost's signature is required for a search to be conducted.)

Attached are three attachments

FACT Sheet re enrollment, budget & legislative action

Educational Initiatives for 2011-1012

Informational piece on our Partnership for Comprehensive Literacy

Feel free to use this information in your conversations.

-- Attached Message Part -----

-- Attached Message Part -----

-- Attached Message Part -----

Fwd: The Facts

Lyn Countryman, Ph.D.
Interim Director
Malcolm Price Lab School transforming into - Iowa's Research and Development School
University of Northern Iowa
Cedar Falls, Iowa 50613
124A
319-273-2614
Inspiring Innovation in Education

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

UNI Mission

— Attachments: —

FACTS2.pdf	27 bytes
Attached Message Part	190 bytes
2011Initiatives-4.pdf	27 bytes
Attached Message Part	165 bytes
MPLS Partnership in Comprehensive Literacy.pdf	27 bytes
Attached Message Part	15.3 KB

fyi - facebook - page -

Subject: fyi - facebook - page -

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 2/17/2012 10:56 AM

To: cabinetonly@uni.edu

<https://www.facebook.com/KeepPriceLabOpen?ref=ts>

fyi - Keep Price Lab Open --

Brenda

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Fwd: Fwd: The Facts

Subject: Fwd: Fwd: The Facts

From: Gloria Gibson <gloria.gibson@uni.edu>

Date: 2/17/2012 11:58 AM

To: Ben Allen <ben.allen@UNI.edu>

CC: Jennifer Yarrow <jennifer.yarrow@uni.edu>, Brenda Buzynski <Brenda.Buzynski@uni.edu>, Jim O'Connor <james.oconnor@uni.edu>

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— Attached Message Part —

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UNI Mission

1 of 2

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1 of 2

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting

From: Rick Vanderwall <richard.vanderwall@uni.edu>

Date: 2/25/2012 5:30 AM

To: Katheryn East <katheryn.east@uni.edu>

CC: Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes

Rick Vanderwall

On 2/24/2012 7:26 PM, Katheryn East wrote:

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that meeting:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year
- the opportunity to provide the Regents additional data

Because the Board of Regents has announced a special meeting to

consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn

--
Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting
From: Allison Barness <allison.barness@uni.edu>
Date: 2/25/2012 7:12 AM
To: Rick Vanderwall <richard.vanderwall@uni.edu>
CC: Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes!

Allison Barness
Pre-Kindergarten and Reading Recovery Instructor
Price Lab School
319-273-2381
allison.barness@uni.edu

"Those who dares to teach must never cease to learn."
-- John Cotton Dana

On 2/25/12 5:30 AM, Rick Vanderwall wrote:

I vote yes

Rick Vanderwall

On 2/24/2012 7:26 PM, Katheryn East wrote:

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Katheryn

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Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

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Terry Prachett, Unseen Academicals, pg. 301

Subject: Re: TEF Special Meeting
From: Ripley Marston <ripley.marston@uni.edu>
Date: 2/25/2012 7:31 AM
To: Linda Fitzgerald <linda.fitzgerald@uni.edu>
CC: Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes.

Rip Marston

Linda Fitzgerald said the following on 2/24/2012 8:56 PM:

I vote yes too!

Linda Fitzgerald

On Friday, February 24, 2012, Suzanne Freedman <suzanne.freedman@uni.edu> wrote:

> I vote yes to having the meeting.

> Suzy Freedman

>

> On Fri, Feb 24, 2012 at 7:40 PM, Becky Hawbaker <becky.hawbaker@uni.edu> wrote:

>>

>> I vote yes and suggest that the meeting occur prior to Jeff Danielson's announced meeting at the Cedar Falls Community Center, 528 Main Street, this Sunday, February 26th at 4 p.m.

>>

>> On 2/24/12 7:26 PM, Katheryn East wrote:

>>

>> As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

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>>

>> Katheryn

>>

>> --

>> Katheryn East

>> Associate Professor

>> Educational Psychology and Foundations

>> University of Northern Iowa

>> Cedar Falls, IA 50614-0607

>> 319.273.6789

>> eastk@uni.edu
>>
>>

>> *****
>> As you watch, so are you watched.

>> Terry Prachett, Unseen Academicals, pg. 301
>>

>> *****
>>
>>
>>
>>

Re: TEF Special Meeting

>> --

>> Becky Wilson Hawbaker

>> Director of the Professional Development School (PDS)

>> Coordinator of Field Experiences

>> Coordinator of Teacher Education Initiatives at Price Lab School

>> University of Northern Iowa

>> office (319) 273-7664

>> fax (319) 273-6457

>

>

Subject: Re: TEF Special Meeting
From: Curt Nielsen <curt.nielsen@uni.edu>
Date: 2/25/2012 8:13 AM
To: Katheryn East <katheryn.east@uni.edu>
CC: Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>
I vote yes

On 2/24/12 7:26 PM, Katheryn East wrote:

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Katheryn

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Katheryn East
Associate Professor
Educational Psychology and Foundations
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Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

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Terry Prachett, Unseen Academicals, pg. 301

Curt Nielsen <curt.nielsen@uni.edu>
Instructor

Price Laboratory School
University of Northern Iowa

Subject: Re: TEF Special Meeting
From: jody.stone@uni.edu
Date: 2/25/2012 8:15 AM
To: Katheryn East <katheryn.east@uni.edu>
CC: Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes,
Jody

On 2/24/2012 7:26 PM, Katheryn East wrote:

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Katheryn

--

Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting

From: Chad Heinzl <chad.heinzl@uni.edu>

Date: 2/25/2012 8:22 AM

To: jody.stone@uni.edu

CC: Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes too,

Thanks,

Chad Heinzl

On Sat, Feb 25, 2012 at 8:15 AM, <jody.stone@uni.edu> wrote:
I vote yes,
Jody

On 2/24/2012 7:26 PM, Katheryn East wrote:

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Katheryn

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Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
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eastk@uni.edu

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Terry Prachett, Unseen Academicals, pg. 301

Chad Heinzl, Ph.D.
The University of Northern Iowa

Re: TEF Special Meeting

Dept. of Earth Science
Latham Hall 116
Cedar Falls, Iowa
50614-0335

Phone - (319) 273-6168

Whatever you can do, or dream you can, begin it. Boldness has genius, power, and magic in it. -
Johann Wolfgang Goethe

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting
From: Douglas Hotek <doug.hotek@uni.edu>
Date: 2/25/2012 8:27 AM
To: Katheryn East <katheryn.east@uni.edu>
CC: Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>
I vote yes to having this meeting.

On Fri, Feb 24, 2012 at 5:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:
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Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners

ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn

--
Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting

From: Beth Van Meeteren <beth.vanmeeteren@uni.edu>

Date: 2/25/2012 9:26 AM

To: Douglas Hotek <doug.hotek@uni.edu>

CC: Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes to the meeting.

On Sat, Feb 25, 2012 at 8:27 AM, Douglas Hotek <doug.hotek@uni.edu> wrote:
I vote yes to having this meeting.

On Fri, Feb 24, 2012 at 5:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition: "The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that meeting:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year
- the opportunity to provide the Regents additional data

Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

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Beth Dykstra Van Meeteren
C&I
University of Northern Iowa

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting

From: Lee Weber <lee.weber@uni.edu>

Date: 2/25/2012 9:36 AM

To: Beth Van Meeteren <beth.vanmeeteren@uni.edu>

CC: Douglas Hotek <doug.hotek@uni.edu>, Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes.

Lee Weber

On Sat, Feb 25, 2012 at 9:26 AM, Beth Van Meeteren <beth.vanmeeteren@uni.edu> wrote:
I vote yes to the meeting.

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As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

re: IEP Special Meeting

--

Beth Dykstra Van Meeteren

C&I

University of Northern Iowa

Fwd: Documents for review

Subject: Fwd: Documents for review

From: Gloria Gibson <gloria.gibson@uni.edu>

Date: 2/16/2012 8:05 AM

To: Michael Licari <michael.licari@uni.edu>

Mike:

Please see attached letters. THANKS, Gloria

----- Original Message -----

Subject: Documents for review

Date: Wed, 15 Feb 2012 16:50:21 -0600

From: James O'Connor <james.oconnor@uni.edu>

To: Gloria Gibson <gloria.gibson@uni.edu>

CC: JAMES O'Connor <james.oconnor@uni.edu>, Pat Woelber <pat.woelber@uni.edu>, JENNIFER S YARROW <Jennifer.Yarrow@uni.edu>

Gloria,

Attached are the two updated letters (in one file). For your review. They also have been sent to Tom Evans and Bob Donley for their review. Please send your input to Jennifer as early as possible tomorrow morning.

Thanks.

Jim

— Attached Message Part —

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett

Fwd: Documents for review

Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

— Attachments: —

Preview Communication Email Letters revised.dot

27 bytes

Attached Message Part

1.8 KB

Preview Communication Draft – external stakeholders; parents, students, Museum supporters, Athletic supporters, donors, legislators and Regents.

Dear,

We want to make you aware that we are in the process of making strategic, long-term decisions to provide the appropriate academic and non-academic programs, and support services to position the University of Northern Iowa for the future and to continue to provide our students with an excellent education and a great collegiate experience.

It is apparent the higher education landscape has changed dramatically, both in Iowa and throughout the nation. A challenging local and national economy, combined with reduced state support for Iowa's public universities, creates the need to protect and strengthen our core mission. We must define our future before circumstances dictate it for us.

We will make decisions to reallocate and align resources to support academic priorities and to ensure continued academic excellence and future growth. We believe these recommendations will result in an institution that retains and builds on its historic strengths, while aligning us for future success in a challenging and competitive education environment.

Academic and non-academic programs, support services, and outsourcing opportunities are being reviewed. The Malcolm Price Laboratory School, the UNI Museum, Panther Athletics and UNI Print Services are included in this review. We will announce academic-program mergers and closures. The academic programs are those with low enrollment and few graduates. Students enrolled in those programs will be allowed to graduate.

We are working with the Board of Regents, State of Iowa, and faculty union, to make changes now to ensure the educational experience we want for every student. Making those difficult choices today will help ensure that we continue our tradition of excellence. As soon as final decisions have been made we will share them with you.

Thank you for your confidence and support.

Sincerely,

Ben Allen

Preview Communication Draft – staff and faculty

Dear,

As you know we are in the process of making strategic, long-term decisions to provide the appropriate programs, majors and services to position University of Northern Iowa for the future and to continue to provide our students with an excellent education and a great collegiate experience.

It is apparent the higher education landscape has changed dramatically, both in Iowa and throughout the nation. A challenging local and national economy, combined with reduced state support for Iowa's public universities, creates the need to protect and strengthen our core mission. We must define our future before circumstances dictate it for us.

As I shared with you last month, academic and non-academic programs, services, and outsourcing opportunities are being reviewed. The Malcolm Price Laboratory School, the UNI Museum and the Department of Athletics are included in this review. We will announce some academic-program mergers and closures. The programs are those with low enrollment and few graduates. Students enrolled in those programs will be allowed to graduate.

We will continue to work with United Faculty and the Board of Regents, State of Iowa, throughout this process. And we will take great care to work through options recognizing that some of our faculty and staff colleagues may leave UNI.

I want to thank you again for all that you do for our students. The difficult choices we make today will help ensure our tradition of excellence. As soon as final decisions have been made we will share them with you.

Sincerely,

Ben Allen

Final drafts for final review

Subject: Final drafts for final review

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/16/2012 4:58 PM

To: cabinetonly@uni.edu, Eileen Wixted <ewixted@wpntworld.com>, Tamera Hanson <thanson@wpntworld.com>

CC: "James O'Connor" <james.oconnor@uni.edu>

Final

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

=

Attachments:

final preview-staff-1.docx

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final-stakeholders-1.docx

27 bytes

FINAL -- 2/16/12, 4:55 p.m.

Preview Communication – staff and faculty

Dear,

As I shared with you last month, the higher education landscape has changed dramatically, both in Iowa and throughout the nation. Changes have been made during the past few years to prepare us for the future in these challenging times. Unfortunately, those changes were not enough. We continue to need to make strategic budget decisions by reallocating and aligning resources to support our core mission and values.

Academic and non-academic programs, support services, and outsourcing opportunities are being reviewed. Malcolm Price Lab School, the UNI Museum, Panther Athletics and UNI Print Services are included in this review. We will announce academic-program mergers and closures. The academic programs are those with low enrollment and few graduates. Students enrolled in those programs will be allowed to finish their programs.

We will continue to work with the Board of Regents, State of Iowa, and consult with applicable stakeholders, to make changes now to ensure the educational experience we want for every student exists in the future. We believe these decisions will result in an institution that retains and builds on its historic strengths, while aligning us for future success in a challenging and competitive education environment.

As leaders in higher education, we have a responsibility to our students, their parents and taxpayers of Iowa to maintain our excellent academic reputation, enhance access and affordability, and prepare for the future. In times like these, we must define our future before circumstances dictate it for us.

Sincerely,

Ben Allen

Final -- 2/16/12, 4:55 p.m.

Preview Communication Draft – external stakeholders; parents, students, Museum supporters, Athletic supporters, donors, legislators and Regents.

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We are working with the Board of Regents, State of Iowa, and consulting with applicable stakeholders, to make changes now to ensure the educational experience we want for every student exists in the future. Making difficult decisions today will help ensure that we continue our tradition of excellence. We believe these decisions will result in an institution that retains and builds on its historic strengths, while aligning us for future success in a challenging and competitive education environment.

Thank you for your confidence and support.

Sincerely,

Ben Allen

fyi - email message -

Subject: fyi - email message -

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 2/17/2012 12:56 PM

To: cabinetonly@uni.edu

CC: STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>

Cabinet only -

As you can imagine - Ben's - president@uni.edu email account - has been populated with 78+ emails today.

This particular email - from a parent of current UNI students - somewhat captures the sentiments of today's situation.....- thought you'd like to see this -

Brenda

President Allen,

Your e-mail box will undoubtedly begin filling up with the MPLS supporter, UNI athletic boosters and other various groups imploring you to avoid looking at expense cuts.

As a parent of two current UNI students, I want to applaud your efforts to constantly look at the mission of UNI and cast off the parts of the organization that are not mission-centric. We struggle to pay our tuition bills but we are dedicated to a college education without any accompanying student debt for each of our three children.

UNI offers an amazing education in many disciplines and while we value the product, the cost has taken some excessive increases in the past 10 years we have been paying tuition bills (3 undergraduate, 1 graduate program).

Good luck as you begin the process to make what may end up being some tough choices.

Steve Murphy

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Subject: MPLS coverage

From: Stacey Christensen <stacey.christensen@uni.edu>

Date: 2/23/2012 10:34 AM

To: James O'Connor <james.oconnor@uni.edu>, ewixed@wixedinc.com, Tamera Hanson <thanson@wixedinc.com>, Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, "Dwight C. Watson" <dwight.watson@uni.edu>

CC: Stacey Christensen <stacey.christensen@uni.edu>

Attached is the MPLS coverage since yesterday....including AP distribution. Again, very neutral stories considering the high emotions last evening. This neutral coverage thus far has a lot to do with keeping the media apprised all along and trying to minimize the "big story" announcements. So far the strategy is working. Jim, feel free to share with cabinet.

Stacey

Stacey Christensen
University of Northern Iowa
Public Relations Manager
stacey.christensen@uni.edu
319-273-6728
www.uni.edu/newsroom

— Attachments: —

mplsfeb.22...coverage.docx

27 bytes

MPLS Media Coverage
2/22-2/23

KBUR-AM (IA)

http://www.kbur.com/index.php?option=com_k2&view=item&id=5088:uni-lab-school-marked-for-closure&Itemid=459

KXIC-FM (IA)

<http://www.kxic.com/cc-common/mainheadlines3.html?feed=314449&article=9801073>

KMJM-AM (IA)

<http://www.1360kmjm.com/cc-common/mainheadlines3.html?feed=314449&article=9801073>

WMT-AM

<http://600.wmtradio.com/cc-common/mainheadlines3.html?feed=314449&article=9801073>

WCF COURIER - http://wcfcourier.com/photos-price-lab-closing-collection_0f9c8bf2-5e08-11e1-9856-001871e3ce6c.html

Post Gazette

<http://www.postcrescent.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CAPC-News%7Cp>

Des Moines Register

<http://www.desmoinesregister.com/article/20120223/NEWS02/302230061/UNI-plans-to-close-Price-Lab-School-July-1>

WCF Courier update http://wcfcourier.com/news/local/update-price-lab-supporters-vow-to-fight-to-keep-their/article_c3ab0768-5da4-11e1-b5be-0019bb2963f4.html

WGEM-TV Quincy <http://www.wgem.com/story/16990916/u-of-northern-iowa-to-unveil-plan-for-k-12-school>

Portland Oregonian <http://www.oregonlive.com/newsflash/index.ssf/story/u-of-northern-iowa-to-unveil-plan/17905f750fbd4a23a77fd0f932d78d0d>

The Gazette online <http://thegazette.com/2012/02/22/uni-to-unveil-plan-for-price-lab-school/>

KCCI-TV <http://www.kcci.com/money/30515337/detail.html>

KCRG TV <http://www.kcrg.com/news/local/University-of-Northern-Iowa-to-unveil-plan-for-K-12-school--139979683.html>

KCAU TV <http://www.kcautv.com/story/16990916/u-of-northern-iowa-to-unveil-plan-for-k-12-school>

WOI-TV <http://www.woi-tv.com/story/16990916/u-of-northern-iowa-to-unveil-plan-for-k-12-school>

WHFB-TV Rock Island
for k-12-school

<http://www.whbf.com/story/16990916/u-of-northern-iowa-to-unveil-plan->

Sheboygan Press

<http://www.sheboyganpress.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CFRONTPAGE%7Cs>

KWBR/WB18 (MN)
12-school

<http://www.kttc.com/story/16990916/u-of-northern-iowa-to-unveil-plan-for-k-12->

KWQC-TV
school

<http://www.kwqc.com/story/16990916/u-of-northern-iowa-to-unveil-plan-for-k-12->

Stevens Pt. Journal (WI)

<http://www.stevenspointjournal.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CFRONTPAGE%7Cs>

Green Bay Press

<http://www.greenbaypressgazette.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CFRONTPAGE%7Cs>

Wausau Daily Herald

<http://www.wausaudailyherald.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CFRONTPAGE%7Cs>

Mankato KEYC
school

<http://www.keyc.tv/story/16990916/u-of-northern-iowa-to-unveil-plan-for-k-12->

Hartwood Herald

<http://www.htrnews.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CFRONTPAGE%7Cs>

Mansfield News Journal (OH)

<http://www.mansfieldnewsjournal.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CFrontpage%7Cs>

Wisconsin Rapids Daily

<http://www.wisconsinrapidsribune.com/usatoday/article/38633505?odyssey=mod%7Cnewswell%7Ctext%7CFRONTPAGE%7Cs>

KGAN TV

http://www.kgan.com/template/inews_wire/wires.regional.ia/3a40c0c9-
www.kgan.com.shtml

Des Moines Register

<http://www.desmoinesregister.com/article/20120222/NEWS/302220048/UNI-is-meetings-today-about-future-of-Price-school>

Subject: Fwd: MPLS coverage

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/23/2012 10:48 AM

To: cabinetonly@uni.edu

CC: "James O'Connor" <james.oconnor@uni.edu>

Begin forwarded message:

From: Stacey Christensen <stacey.christensen@uni.edu>

Date: February 23, 2012 10:34:21 AM CST

To: James O'Connor <james.oconnor@uni.edu>, ewixed@wixedinc.com, Tamera Hanson <thanson@wixedinc.com>, Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, "Dwight C. Watson" <dwright.watson@uni.edu>

Cc: Stacey Christensen <stacey.christensen@uni.edu>

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University of Northern Iowa
Public Relations Manager
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Fwd: MPLS coverage

Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

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— Attachments: —

mplsfeb.22...coverage.docx

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2/23/12

FOR IMMEDIATE RELEASE

Contacts:

James O'Connor, University Relations, (319) 273-2761, james.oconnor@uni.edu

Stacey Christensen, University Relations, (319) 273-2761, stacey.christensen@uni.edu

UNI officials announce actions to reallocate resources for future growth

Cedar Falls, Iowa -- University of Northern Iowa President Ben Allen announced today strategic decisions to reallocate and realign resources to support academic priorities and to ensure future growth.

"We remain committed to our vision of becoming one of the nation's premier public universities, and our mission of providing the best possible academic experience for our students," Allen said. "The current economic challenges and changes taking place in higher education provide an opportunity for strategic repositioning of the University of Northern Iowa for the next decade. We want to define our own destiny rather than allow circumstances to do it for us."

Pending approval by the Board of Regents, State of Iowa, UNI administrators will make the following program and services changes:

- **Recommend the closure of Malcolm Price Laboratory School**
UNI will continue to lead the nation in teacher education by incorporating the latest research and development models in partnership with education experts, leading universities and school districts. Malcolm Price Laboratory School has been an integral part of the strong heritage of achievement in teacher education at UNI, but it is not feasible for UNI to continue to subsidize the school or to invest millions of dollars to improve the aging school building. The financial constraints, combined with current best-practices and research that support realistic and diverse field experiences for education students, make it necessary to recommend the closing of the school by June 30, 2012. Funds will be reallocated to Iowa's Statewide Research and Development initiative and the UNI teacher education program.
- **Reduce general fund support for Intercollegiate Athletics**
UNI is continuing its progress toward reducing general fund support for the Department of Intercollegiate Athletics. Through a combination of expense reduction and revenue generation, general fund support provided to Athletics will be reduced by an additional \$500,000 over the next three years. Athletic Director Troy Dannen will provide more detail as soon as final decisions are made. Elimination of sports programs is not anticipated.
- **Integrate selected UNI Museum collections within campus and community for greater student access**
Successfully integrating selected collections into library and department buildings is a primary goal to provide enhanced student access and stronger visitor traffic. The current museum building is in need of major repairs and renovation. The museum building will be

closed to the public June 30, 2012 and the collections will be moved to various campus and community locations to provide research, teaching and outreach opportunities. The university will retain ownership of the collections. The closure will save \$200,000 annually as well as capital funds that would be required to renovate or build. Office and exhibit spaces will be provided.

-more-

- **Print services partnership for access to new technology and services**

A partnership with a variety of local printing and copying companies will provide access to the latest technology and lower overall printing expenses. UNI Print Services will close no later than June 30, 2012. This change will allow UNI to avoid more than \$400,000 in equipment replacement costs, as well as department salaries and benefits.

These recommended program changes and cost savings will allow UNI leadership to invest in programs (academic and non-academic) where there is the greatest demand and need.

- **Academic program changes -- announcement next week**

A separate announcement about academic program mergers and closures will be made next week. The programs likely affected are those with low graduation rates.

During the past three years, President Allen has established multiple study groups at UNI to review all academic and non-academic programs, as well as services and outsourcing opportunities. Many changes have already been made with program and service enhancements, closures, outsourcing and reduced staffing levels.

The strategic budget decisions announced today are in addition to significant changes already made by the university. Since 2000, UNI's annual general fund appropriation has been cut seven times and is now below 1996-97 funding levels. State funding to UNI has decreased a total of \$23.6 million, or 24 percent, in the last four years. The university began fiscal 2012 with a \$5 million budget shortfall. The fiscal 2012 appropriation is \$4.3 million below the fiscal 2011 level. UNI will begin fiscal 2013 with an obligation of \$4.1 million in negotiated salary and benefits increases.

###

FNT: Final news release and updated communication timeline

Subject: URGENT: Final news release and updated communication timeline

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/23/2012 11:48 AM

To: cabinet <cabinet@uni.edu>, Sheila Koppin <sdoyle@iastate.edu>, Troy Dannen <troy.dannen@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, Jeneane BECK <jeneane.beck@uni.edu>, Kent Johnson <kent.johnson@uni.edu>

CC: "JAMES O'Connor" <james.oconnor@uni.edu>, LIZ Conklin <liz.conklin@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>, Lindsay Cunningham <lindsay.cunningham@uni.edu>, DEWAYNE D PURDY <DeWayne.Purdy@uni.edu>, JENNIFER S YARROW <Jennifer.Yarrow@uni.edu>, BRENDA C BUZYNSKI <Brenda.Buzynski@uni.edu>

Attached is the final news release, which incorporates changes from the Cabinet and Board of Regents. Please forward the news release to those key individuals who you feel need it prior to the public announcement.

Below is the updated timeline for today's communication timeline. I apologize for the time compression but I had to wait until I had everyone's input.

Reminder -- this news release doesn't need to go out to full databases. An omnibus letter from Ben will go out to all constituents next week. That letter will cover all the changes, including academic programs.

Jim

Communication timeline -- Thursday, Feb. 23

11:50 a.m. -- final news release emailed to cabinet, Jeneane, Kent, Troy, Dwight, Jeneane and Sheila Koppin (BOR).

11:50 a.m. - 12:30 p.m. -- Cabinet, Kent, Troy, Dwight, Jeneane and Sheila send news release, with appropriate cover note, to those key constituents you feel need to see this before it hits the media.

Note: Jennifer, please send to P&S, Merit, Supervisory & Conf. leadership and NISG leadership

12:30 p.m. -- Issues Update to Issues and DDDH list

12:45 p.m. -- Special UNI Online to faculty and staff

1 p.m. -- News release sent to media

1:15 p.m. -- Ben, Gloria, Dwight and Troy meet in Ben's office

1:30 p.m. -- Media availability, Great Reading Room

James O'Connor, APR

NT: Final news release and updated communication timeline

Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Attachments:

FINAL UNI Reallocates Resources.docx

27 bytes

Join me Sunday for a community conversation

Subject: Join me Sunday for a community conversation
From: "Senator Jeff Danielson" <jeffdanielson@gmail.com>
Date: 2/23/2012 12:11 PM
To: Gloria.Gibson@uni.edu

February 23, 2012

Friends,

Given the recent announcements about the University of Northern Iowa's budget, I am hosting a community conversation about the proposed budget cuts and the impact to the Cedar Valley. Please come to share your ideas and express concerns.

Join me at the Cedar Falls Community Center, 528 Main Street, this Sunday, February 26th at 4 p.m.

I value your input, and I believe we can all learn something from each other. Therefore, this meeting is open and accessible to all.

If you're unable to attend, please share your thoughts directly via e-mail, jeffdanielson@gmail.com.

Yours in Service,
Senator Jeff Danielson

PLEASE VISIT MY WEB SITE AT: www.JeffDanielson.org

This message was sent to Gloria.Gibson@uni.edu from:
Jeff Danielson | PO Box 1911 | Cedar Falls, IA 50613

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Join me Sunday for a community conversation

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Fwd: Join me Sunday for a community conversation

Subject: Fwd: Join me Sunday for a community conversation
From: Patricia Geadelmann <patricia.geadelmann@uni.edu>
Date: 2/23/2012 12:12 PM
To: cabinetonly@uni.edu, dwight.watson@uni.edu

fyi

----- Original Message -----

Subject: Join me Sunday for a community conversation
Date: Thu, 23 Feb 2012 13:10:51 -0500
From: Senator Jeff Danielson <jeffdanielson@gmail.com>
To: <patricia.geadelmann@uni.edu>

February 23, 2012

Friends,

Given the recent announcements about the University of Northern Iowa's budget, I am hosting a community conversation about the proposed budget cuts and the impact to the Cedar Valley. Please come to share your ideas and express concerns.

Join me at the Cedar Falls Community Center, 528 Main Street, this Sunday, February 26th at 4 p.m.

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If you're unable to attend, please share your thoughts directly via e-mail, jeffdanielson@gmail.com.

Yours in Service,
Senator Jeff Danielson

Fwd: Join me Sunday for a community conversation

PLEASE VISIT MY WEB SITE AT: www.JeffDanielson.org

This message was sent to patricia.geadelmann@uni.edu from:

Jeff Danielson | PO Box 1911 | Cedar Falls, IA 50613

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Subject: Fwd: Talking Points for Media Interviews
From: James O'Connor <james.oconnor@uni.edu>
Date: 2/23/2012 12:19 PM
To: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Troy Dannen <troy.dannen@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>
CC: JAMES O'Connor <james.oconnor@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>, JENNIFER S YARROW <Jennifer.Yarrow@uni.edu>

Here are updated talking points for your review and for use at today's media availability. Jennifer, please print out hard copies for the four speakers.

Jlm

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Attachments:

Talking Points for Media Interview Thursday's Announcement 02 23 12.docx

27 bytes

University President Talking Points – Thursday's Announcement

- I recognize this may be a difficult time for some of our friends and colleagues. However, the decisions made today to reallocate and realign resources will strengthen us for the future.
- The current economic challenges and changes taking place in higher education provide an opportunity for strategic repositioning.
- We want to define our own destiny rather than let circumstances to do it for us.
- During the past three years, I have established multiple study groups to review all academic and non-academic programs, as well as services and outsourcing. We have already made many changes.
- Financial constraints and current research calling for diverse field experiences for education students make it necessary for me to recommend the closure of Malcolm Price Laboratory School by June 30, 2012.
- Malcolm Price Laboratory School has been a part of teacher education at UNI, but it is not responsible for us to continue to subsidize the school or to invest millions to improve the aging building.
- Funds will be reallocated to the Research and Development School initiative and the UNI teacher education program to continue to lead the nation with the latest research and development.
- The general fund support to Athletics will be reduced by \$500,000 over the next three years. Troy Dannen will look to expense reduction, new revenue sources and fee increases to augment budget. Elimination of any sports programs is not anticipated.
- UNI Museum collections will be integrated within the campus and community for greater access and stronger visitor traffic. The museum building will be closed June 30, 2012. The closure will save \$200,000 annually as well as capital funds to renovate.

Athletic Director Talking Points – Thursday's Announcement

- The general fund support to Athletics will be reduced by \$500,000 over the next three years. I will look to expense reduction, new revenue sources and fee increases to augment budget.
- Elimination of any sports programs is not anticipated.
- Panther athletics is an important part of the University of Northern Iowa collegiate experience. We are proud of the exceptional integrity and academic excellence of our student-athletes. There is value in the role that athletics and school pride play in the overall collegiate experience of our UNI students.
- Over the last few years, we have made significant changes in our sport programs and budget reductions for athletics. We have been diligent to determine new ways to increase our overall revenue, to reduce the overall budget percentage from the university's general fund and ultimately, to work toward a self-sustaining athletic program.
- Additional details will be forthcoming as final decisions are made. Be assured that these changes will allow us to continue the Panther tradition of excellence both in the classroom and on the field of play well into the future.

Subject: Fwd: info. - for Dwight -
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/17/2012 1:50 PM
To: Patricia G Woelber <Pat.Woelber@uni.edu>

FYI

----- Original Message -----

Subject: info. - for Dwight -
Date: Fri, 17 Feb 2012 13:34:03 -0600
From: Brenda Buzynski <brenda.buzynski@uni.edu>
Organization: University of Northern Iowa
To: Dr. Dwight C. Watson <dwright.watson@uni.edu>, Gloria.gibson@uni.edu
<Gloria.gibson@uni.edu>, Ben Allen <ben.allen@uni.edu>

Ben, Gloria, and Dwight --

This is the email - with summary of several PLS documents/information.

I anticipate - requests for several meetings for all of you next week.....- Brenda

attachments -

1. 2-pg. vision statement
2. 13 pg. r&d changes and q&a
3. 1 pg. diss. summary re: lab schools and why they can not be sustained
4. 1 pg. UofM - lab school
5. 1 pg. PLS info. - 1950's building etc.
6. 1 pg. Listing of various PLS reports, task forces etc. - date order
7. 5 pgs. PLS 2002 - what transpired
8. 1 pg. Feb. 10 discussion - options

-- Brenda

--

Brenda Buzynski Ph.D.
UNI - Office of the President
20 Seerley Hall, Cedar Falls, IA 50614-0705
PH: 319-273-2566 FAX: 319-273-6494
Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Attachments:

1 of 2

Visioning RD in future.docx	27 bytes
r&d.changes.QandA.Feb.2012.docx	27 bytes
Dissertation Summary 2.16.12.docx	27 bytes
U of M.doc	27 bytes
Price Lab Information.doc	27 bytes
PLS Reports.2-6-12.xlsx	27 bytes
PLS 2002.2-7-12.xlsx	27 bytes
February 10.2012.docx	27 bytes

1 of 2

nail message -

Subject: Re: fyi - email message -

From: Bill Calhoun <bill.calhoun@uni.edu>

Date: 2/17/2012 1:59 PM

To: Brenda Buzynski <brenda.buzynski@uni.edu>

CC: "cabinetonly@uni.edu" <cabinetonly@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>

Brenda -

Thanks for sharing this. It is good to hear a reasoned response from someone with considerable skin in the game.

Bill

On Feb 17, 2012, at 1:56 PM, Brenda Buzynski <brenda.buzynski@uni.edu> wrote:

Cabinet only -

As you can imagine - Ben's - president@uni.edu email account - has been populated with 78+ emails today.

This particular email - from a parent of current UNI students - somewhat captures the sentiments of today's situation.....- thought you'd like to see this -

Brenda

President Allen,

Your e-mail box will undoubtedly begin filling up with the MPLS supporter, UNI athletic boosters and other various groups imploring you to avoid looking at expense cuts.

As a parent of two current UNI students, I want to applaud your efforts to constantly look at the mission of UNI and cast off the parts of the organization that are not mission-centric. We struggle to pay our tuition bills but we are dedicated to a college education without any accompanying student debt for each of our three children.

UNI offers an amazing education in many disciplines and while we value the product, the cost has taken some excessive increases in the past 10 years we have been paying tuition bills (3 undergraduate, 1 graduate program).

Good luck as you begin the process to make what may end up being some tough choices.

Steve Murphy

--

Brenda Buzynski Ph.D.
UNI - Office of the President
20 Seerley Hall, Cedar Falls, IA 50614-0705
PH: 319-273-2566 FAX: 319-273-6494
Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Subject: Price Laboratory School

From: [REDACTED]

Date: 2/17/2012 7:12 PM

To: gloria.gibson@uni.edu

Dear Dr. Gibson,

My name is [REDACTED] and I am an 8th grader at Northern University Middle School. I started going to NU last year. I absolutely love it and I have loved it since day one. I love everything about it. There are so many extracurricular activities that anyone can do. We also have a lunch program that is all natural and fresh. We have a lot of diversity at our school. We are well aware that our school is quite small with only 366 students currently enrolled, but that doesn't mean we shouldn't make an effort to keep our school open. I understand that the university is having budget cuts but you don't know what this school means to all of us. We have amazing teachers at NU that have impacted our lives. We have teachers who care about us and who listen to our ideas. We aren't just a school, we are a family. Shutting down the school would cause many wonderful teachers to lose their jobs. We are all so close and NU is our home. Please don't change that. We aren't the only ones who appreciate our school, so do our student teachers. We train 72% of teachers in the state of Iowa. We are important and I hope you understand that. I hope you take everyone's opinion into consideration before making a decision. Thank you.

Sincerely,

[REDACTED]

Subject: PLS facebook page

From: Michael Licari <michael.licari@uni.edu>

Date: 2/17/2012 11:23 PM

To: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>, virginia Arthur
<virginia.arthur@uni.edu>

Gloria and Ginny,

Here's the link to the "KeepPriceLabOpen" facebook page

<http://www.facebook.com/KeepPriceLabOpen>

Here's one of the latest set of entries. Ben might not want to be home next Friday!

Keep Price Lab Open

KPLO Event: Friday, February 24 at 3 pm. Meet at PLS. Walk to the President's House on College & Seerley. Parents, teachers, students and anyone who supports the school should plan on attending. If you like this idea please comment and indicate that you would attend. Reason for the timing of this event: major announcement planned by UNI in regard to PLS on March 1st. Let's get some positive press for our school.

They claim that "sources within UNI have communicated" that a major announcement will be made March 1.

Hope you had fun the rest of the night. Sorry I had to bolt so early. But I was briefly on TV on KWWL at the dinner. 😊

Mike

--
Michael J. Licari, Ph.D.
Associate Provost for Academic Affairs
Dean, Graduate College
University of Northern Iowa
Cedar Falls, IA 50614-0707
319-273-2518
Fax: 319-273-3153

Subject: Walk to President's House

From: Michael Hager <michael.hager@uni.edu>

Date: 2/18/2012 7:34 AM

To: Benjamin Allen <ben.allen@uni.edu>, Gloria J Gibson <gloria.gibson@uni.edu>, David Zarifis <david.zarifis@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>

The following is on the Keep Price Lab Open facebook page:

KPLO Event: Friday, February 24 at 3 pm. Meet at PLS. Walk to the President's House on College & Seerley. Parents, teachers, students and anyone who supports the school should plan on attending. If you like this idea please comment and indicate that you would attend. Reason for the timing of this event: major announcement planned by UNI in regard to PLS on March 1st. Let's get some positive press for our school.

There are a series of comments, one reported from a CDC infant teacher if babies could come, questions from a parent if appropriate for infants from CDC to be on the protest, concerns about violence (I don't interpret it is a real threat though), "children are welcome and expected to attend this event", assurances that parents would have to pick up their kids in order to attend, etc.

<http://www.facebook.com/#!/KeepPriceLabOpen>

Michael

--

Michael Hager
Vice President for Administration and Financial Services
University of Northern Iowa
122 Lang Hall
Cedar Falls, IA 50614-0003
(319) 273-2382

Re: Walk to President's House

Subject: Re: Walk to President's House

From: Ben Allen <ben.allen@uni.edu>

Date: 2/18/2012 7:46 AM

To: Michael Hager <michael.hager@uni.edu>

CC: Gloria J Gibson <gloria.gibson@uni.edu>, David Zarifis <david.zarifis@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>

Michael,

Thanks for sharing. Interesting. Pat is scheduled to be out of town so that is good if this becomes a reality.

The one question is: who is in charge of/responsible for the content of Keep Price Lab Open facebook--an administrator, teacher, parent or student?

Ben

Michael Hager said the following on 2/18/2012 7:34 AM:

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<http://www.facebook.com/#!/KeepPriceLabOpen>

Michael

--

Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566
For deaf or hard of hearing, use Relay 711
Fax: 319-273-6494

Subject: Fwd: Special Senate meeting

From: Sherry Nuss <sherry.nuss@uni.edu>

Date: 2/18/2012 1:12 PM

To: FacultySenate@uni.edu, senate-minutes@uni.edu

The following is a forward from Jeffrey Funderburk, Chair, UNI Faculty Senate.

Colleagues:

This is a reminder that we will be having a **Special UNI Faculty Senate meeting on Monday, Feb 20**, in the **University Room of Maucker Union from 3:30-5pm**.

The purpose of the meeting is to discuss 'University Budget Priorities with regards to Auxiliary/Athletic Funding and Budget Cuts'.

We will conduct this meeting as a 'Committee of the Whole' and, as usual in the Senate, we will follow Roberts Rules for the discussion.

The Agenda is located on the Senate website at:
http://www.uni.edu/senate/sites/default/files/agendas/fs_agenda_special_mtg_022012_as_posted.pdf

If you get a chance, you might want to have a look at some of the materials that have been forwarded and are included on the Senate website under Resources for Faculty and named 'Background materials for Feb 20'. The direct link is:
<http://www.uni.edu/senate/node/616>

The intent of this special meeting is to discuss and determine if additional Senate action on this topic is appropriate and what form such action might take. No other docket items will be discussed, and this meeting will not affect the ongoing regular business scheduled before the Senate.

Concerned members of the university community are welcome to attend and take part in the discussions.

Sincerely,

Jeffrey Funderburk
Chair, UNI Faculty Senate 2011-12

Two

Two

Re: PLS facebook page

Subject: Re: PLS facebook page

From: Michael Licari <michael.licari@uni.edu>

Date: 2/19/2012 1:25 PM

To: Virginia Arthur <virginia.arthur@uni.edu>

CC: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

I wonder about that too. At one point, the owner of the page states that "children are welcome and expected to attend..."

Mike

--

Michael J. Licari, Ph.D.
Associate Provost for Academic Affairs
Dean, Graduate College
University of Northern Iowa
Cedar Falls, IA 50614-0707
319-273-2518
Fax: 319-273-3153

On 2/19/2012 11:52 AM, Virginia Arthur wrote:

All is as expected...

I do wonder about them planning to take the children to this event. It seems like that makes it a school sanctioned event and is that appropriate? Will parents come with the kids or will permission and liability waivers be collected?

Sorry I missed seeing you on TV!!

Ginny

Michael Licari said the following on 2/17/2012 11:23 PM:

Gloria and Ginny,

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Hope you had fun the rest of the night. Sorry I had to bolt so early. But I

was briefly on TV on KWWL at the dinner.

Mike

Subject: Fwd: Walk to President's House
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/18/2012 5:32 PM
To: cynthia.Mason@uni.edu

Cindi...

Things are definitely heating up!!! Gloria

The following is on the Keep Price Lab Open facebook page:

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<http://www.facebook.com/#!/KeepPriceLabOpen>

Subject: Concise plea for MPLS

From: Joanna Thompson <joanna.thompson-yezek@uni.edu>

Date: 2/20/2012 11:39 AM

To: Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Dwight Watson <dwright.watson@uni.edu>

President Allen, Dean Watson, & Provost Gibson:

I was dismayed to discover through the news media and a small mention in a presidential letter that the continuation of education at Malcolm Price Laboratory School is under review here at UNI. The manner in which the MPLS public discovered this review is unconscionable and reflects poorly on the priorities of UNI. This negligent announcement sent a clear message to the faculty, students, and parents at MPLS that education is no longer a high priority here, nor is communication, compassion, or community.

I would like to plead for the future of MPLS. I don't want to point out the almost overwhelming dedication to learning and caring that exists at MPLS, nor do I want to dwell on the excellent educational opportunities my son receives by taking part in a multicultural laboratory-style learning environment. Instead, I would like to remind you that the educating of educators lies at the very foundation of the University of Northern Iowa. Without the innovation that is the laboratory school, without the opportunities presented to the aspiring teachers within the College of Education, without the unprecedented experiences offered by UNI through the lab school; the small university here in Cedar Falls we all take pride in would have nothing as unique to offer to those young people wishing to become teachers. Education lies at the heart of this university and removing the laboratory school experience from the College of Education would be a loss not easily suffered. What draws teaching students to UNI? I believe the lab school is one of the largest. This innovative approach to the education of educators is paramount to the continuation of this university. I implore you to redeem the confused priorities of the university by continuing to offer this opportunity, not only for the current and future students at MPLS, but for the future of education in Iowa.

Thank you for your time,
Joanna Thompson-Yezek
MPLS parent, UNI employee, UNI alumna (2nd generation)

Joanna Thompson-Yezek
CTLM Lead Technical Writer
University of Northern Iowa
E. Bartlett Hall 225
Cedar Falls, Iowa 50613
Skype: joanna.thompson-yezek
(319) 273 7361

joanna.thompson-yezek@uni.edu

Subject: Re:

From: Ben Allen <ben.allen@uni.edu>

Date: 2/20/2012 3:49 PM

To: Brenda Buzynski <brenda.buzynski@uni.edu>

CC: TIMOTHY J MCKENNA <Tim.McKenna@uni.edu>, Jennifer Yarrow <jennifer.yarrow@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

Brenda,

Yes, I would like to have a copy.

Thanks.

Ben

Brenda Buzynski said the following on 2/20/2012 2:34 PM:

Ben -- we have a file - with the contents - of this action - taken by Dutton Law Firm (Chad Swanson) (David Dutton)

a bit of recall:

2.21.02 - memo from Switzer - announcing the changes

3.18.22 - memo from Swanson/Dutton - to Greg Nichols - filing a petition for declaratory order and request to appear before the board in the above matter. The MPLS - Parent Teacher Partnership - wanted to personally appear before the Board to address this matter at the earliest convenience.

Petitioner was: MPLS Parent Teacher Partnership

- they stated about 8+ reasons - why the school should not stop offering grades 10-12 (not in alignment with our mission etc.)

- and they asked that the Board take action on thisnot Pres. Koob.

- If you want the documents - just let me know. - Brenda

=====

Ben Allen said the following on 2/19/2012 10:02 PM:

Tim,

The last time there was an attempt to shut down or significantly change the Price Lab School, the Dutton law firm filed some type of suit. What was that all about? Assuming the legislation is passed to disentangle the Price Lab school from the R&D school, are there any meaningful bases left for filing a lawsuit?

Thanks,

Ben

--
Benjamin J. Allen
President

University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566
For deaf or hard of hearing, use Relay 711
Fax: 319-273-6494

Subject: Re: support for your position on Price Lab School
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/21/2012 7:46 AM
To: Cliff Chancey <c.chancey@uni.edu>
CC: Benjamin J Allen <Ben.Allen@uni.edu>

Cliff:

Thank you so much for your e-mail. These are difficult times, very difficult decisions, and they weigh quite heavily on me. I appreciate your support. Gloria

Cliff Chancey said the following on 2/20/2012 8:46 PM:

Dear Ben and Gloria,
I'm sitting here trying to grade papers for tomorrow's class, thinking it's been a long week already. But it occurs to me that both of you have had a much longer week, what with public comment on Price Lab. It's times like this when you hear from everyone who disagrees with you, and not much from those of us who agree with your public comments in the Courier. So, let me assure you that I think your general position has broad faculty support.
There's no disagreement that Price Lab has excellent teachers, and its quality is what you would see in a private school, where most teachers have master's or PhDs. But it is not set up to be the Research & Development School that Iowa needs. The cutting-edge activity that moves teaching and pedagogy forward is elsewhere in UNI: Larry Escalada, Jeff Weld and IMSEP, and faculty like Gretta Berghammer--I greatly admire her summer theatre camp. And many others on campus. We have a core of what a Research & Development School might aspire to. The question is how to leverage this core to broader effect--virtual activities will be a part of this, as they are now with the ICN and on-line courses.
I well understand the pain that PLS supporters feel: they have had a private school at very public prices, and they will be losing that benefit.
Before I came to UNI, I spent some of my happiest professional years working with science educators at Purdue (like Bob Rivers) to create a 4-course activity-based sequence for pre-service teachers. So I'm a friend of secondary education and a real believer that we can make a difference.
I support you and will not be shy in speaking my mind.
One among many,
Cliff

Re: support for your position on Price Lab School

Subject: Re: support for your position on Price Lab School

From: Ben Allen <ben.allen@uni.edu>

Date: 2/21/2012 10:15 AM

To: Gloria Gibson <gloria.gibson@uni.edu>, Cliff Chancey <c.chancey@uni.edu>

Cliff,

Let me add to Gloria's thanks for your e-mail. She captured the challenges related to these decisions. Your support is very meaningful.

Ben

Gloria Gibson said the following on 2/21/2012 7:46 AM:

Cliff:

Thank you so much for your e-mail. These are difficult times, very difficult decisions, and they weigh quite heavily on me. I appreciate your support.
Gloria

Cliff Chancey said the following on 2/20/2012 8:46 PM:

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Before I came to UNI, I spent some of my happiest professional years working with science educators at Purdue (like Bob Rivers) to create a 4-course activity-based sequence for pre-service teachers. So I'm a friend of secondary education and a real believer that we can make a difference.

I support you and will not be shy in speaking my mind.

One among many,

Cliff

--
Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Support for your position on Price Lab School

Phone: 319-273-2566

For deaf or hard of hearing, use Relay 711

Fax: 319-273-6494

Question for tomorrow's meeting

Subject: Question for tomorrow's meeting

From: James Maltas <james.maltas@uni.edu>

Date: 2/21/2012 9:04 PM

To: ben.allen@uni.edu, gloria.gibson@uni.edu, dwight.watson@uni.edu

Ben, Gloria, Dwight,

I know you have had a lot of reaction from your recent announcement about MPLS. I do not know what tomorrow's announcement will be. We all can only speculate related to the earlier announcement about budget.

One question I need answered tomorrow (and I will ask if not addressed) is why did we go to all of the trouble of hiring tenured track faculty last summer? It seems to me that this decision has been thought about long before this announcement. The request to fill has been sitting at the provost/president level since early fall. It implies to me that that this idea has been around long before the fall.

Faculty were hired early this summer for tenured track positions with the impression that this was a solid job. It seemed that way since we have not been able to search all of these positions previously and now we were given the opportunity. These people gave up good secure jobs to move to MPLS. Some of them moved their family to the area. They were in my mind clearly misled. A real injustice to them professionally.

Again I would appreciate an answer to this question. You made hard decisions and need to follow this up with honest answers.

James Maltas

maltas@uni.edu

Mathematics Instructor, Dept. Chair

Malcolm Price Laboratory School

University of Northern Iowa

Cedar Falls, Iowa 50613

petition out

Subject: petition out

From: Brenda Buzynski <brenda.buzynski@uni.edu>

Date: 2/21/2012 2:57 PM

To: cabinetonly@uni.edu

<https://www.change.org/petitions/university-of-northern-iowa-president-keep-malcolm-price-laboratory-school-open-for-education>

Perhaps you were aware of this petition ---

Brenda

--

Brenda Buzynski Ph.D.

UNI - Office of the President

20 Seerley Hall, Cedar Falls, IA 50614-0705

PH: 319-273-2566 FAX: 319-273-6494

Brenda.Buzynski@uni.edu

The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

Subject: Re: Question for tomorrow's meeting
From: Ben Allen <ben.allen@uni.edu>
Date: 2/21/2012 9:06 PM
To: James Maltas <james.maltas@uni.edu>
CC: gloria.gibson@uni.edu, dwight.watson@uni.edu

Dwight,

How many tenured track faculty members did we hire last summer?

Ben

James Maltas said the following on 2/21/2012 9:04 PM:

Ben, Gloria, Dwight,

I know you have had a lot of reaction from your recent announcement about MPLS. I do not know what tomorrow's announcement will be. We all can only speculate related to the earlier announcement about budget.

One question I need answered tomorrow (and I will ask if not addressed) is why did we go to all of the trouble of hiring tenured track faculty last summer? It seems to me that this decision has been thought about long before this announcement. The request to fill has been sitting at the provost/president level since early fall. It implies to me that that this idea has been around long before the fall.

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Again I would appreciate an answer to this question. You made hard decisions and need to follow this up with honest answers.

James Maltas
maltas@uni.edu
Mathematics Instructor, Dept. Chair
Malcolm Price Laboratory School
University of Northern Iowa
Cedar Falls, Iowa 50613

Re: Question for tomorrow's meeting

--

Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Phone: 319-273-2566
For deaf or hard of hearing, use Relay 711
Fax: 319-273-6494

Subject: What happened when Miami University closed its Lab School in 1983

From: Cliff Chancey <c.chancey@uni.edu>

Date: 2/22/2012 1:45 PM

To: Benjamin J Allen <Ben.Allen@uni.edu>, Gloria J Gibson <gloria.gibson@uni.edu>

Dear Ben and Gloria,

I was an undergraduate at Miami University when the McGuffey Lab School was still operating. In 1983, Miami closed the school, and I remember the discussions. Parents and interested people created the McGuffey School Foundation, and today the school operates as a private K-8 school. <http://mcguffeyfoundationschool.com/about/> Miami has only gotten stronger in the last 30 years.
Cliff

Fwd: Walk to President's House

Subject: Fwd: Walk to President's House
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/18/2012 5:32 PM
To: Cynthia.Mason@uni.edu

Cindi...

Things are definitely heating up!!! Gloria

The following is on the Keep Price Lab Open facebook page:

Fwd: W

KPLO Event: Friday, February 24 at 3 pm. Meet at PLS. Walk to the President's House on College & Seerley. Parents, teachers, students and anyone who supports the school should plan on attending. If you like this idea please comment and indicate that you would attend. Reason for the timing of this event: major announcement planned by UNI in regard to PLS on March 1st. Let's get some positive press for our school.

There are a series of comments, one reported from a CDC infant teacher if babies could come, questions from a parent if appropriate for infants from CDC to be on the protest, concerns about violence (I don't interpret it is a real threat though), "children are welcome and expected to attend this event", assurances that parents would have to pick up their kids in order to attend, etc.

<http://www.facebook.com/#!/KeepPriceLabOpen>

Fwd: W

Subject: Re: PLS facebook page
From: Virginia Arthur <virginia.arthur@uni.edu>
Date: 2/19/2012 11:52 AM
To: Michael Licari <michael.licari@uni.edu>
CC: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

All is as expected...

I do wonder about them planning to take the children to this event. It seems like that makes it a school sanctioned event and is that appropriate? Will parents come with the kids or will permission and liability waivers be collected?

Sorry I missed seeing you on TV!!

Ginny

Michael Licari said the following on 2/17/2012 11:23 PM:
Gloria and Ginny,

Here's the link to the "KeepPriceLabOpen" facebook page

<http://www.facebook.com/KeepPriceLabOpen>

Here's one of the latest set of entries. Ben might not want to be home next Friday!

Keep Price Lab Open

KPLO Event: Friday, February 24 at 3 pm. Meet at PLS. Walk to the President's House on College & Seerley. Parents, teachers, students and anyone who supports the school should plan on attending. If you like this idea please comment and indicate that you would attend. Reason for the timing of this event: major announcement planned by UNI in regard to PLS on March 1st. Let's get some positive press for our school.

They claim that "sources within UNI have communicated" that a major announcement will be made March 1.

Hope you had fun the rest of the night. Sorry I had to bolt so early. But I was briefly on TV on KWWL at the dinner.

Mike

Virginia Arthur <virginia.arthur@uni.edu>

Associate Provost for Faculty Affairs

Office of the Executive Vice President and Provost

University of Northern Iowa

Position on Price Lab School

Subject: Re: support for your position on Price Lab School

From: Ben Allen <ben.allen@uni.edu>

Date: 2/21/2012 10:15 AM

To: Gloria Gibson <gloria.gibson@uni.edu>, Cliff Chancey <c.chancey@uni.edu>

Cliff,

Let me add to Gloria's thanks for your e-mail. She captured the challenges related to these decisions. Your support is very meaningful.

Ben

Gloria Gibson said the following on 2/21/2012 7:46 AM:
Cliff:

Thank you so much for your e-mail. These are difficult times, very difficult decisions, and they weigh quite heavily on me. I appreciate your support.
Gloria

Cliff Chancey said the following on 2/20/2012 8:46 PM:

Dear Ben and Gloria,

I'm sitting here trying to grade papers for tomorrow's class, thinking it's been a long week already. But it occurs to me that both of you have had a much longer week, what with public comment on Price Lab. It's times like this when you hear from everyone who disagrees with you, and not much from those of us who agree with your public comments in the Courier. So, let me assure you that I think your general position has broad faculty support. There's no disagreement that Price Lab has excellent teachers, and its quality is what you would see in a private school, where most teachers have master's or PhDs. But it is not set up to be the Research & Development School that Iowa needs. The cutting-edge activity that moves teaching and pedagogy forward is elsewhere in UNI: Larry Escalada, Jeff Weld and IMSEP, and faculty like Gretta Berghammer--I greatly admire her summer theatre camp. And many others on campus. We have a core of what a Research & Development School might aspire to. The question is how to leverage this core to broader effect--virtual activities will be a part of this, as they are now with the ICN and on-line courses.

I well understand the pain that PLS supporters feel: they have had a private school at very public prices, and they will be losing that benefit. Before I came to UNI, I spent some of my happiest professional years working with science educators at Purdue (like Bob Rivers) to create a 4-course activity-based sequence for pre-service teachers. So I'm a friend of secondary education and a real believer that we can make a difference. I support you and will not be shy in speaking my mind. One among many,
Cliff

--
Benjamin J. Allen
President
University of Northern Iowa
20 Seerley Hall
Cedar Falls, Iowa 50614-0705

Fwd: price labs

Subject: Fwd: price labs

From: James O'Connor <james.oconnor@uni.edu>

Date: 2/22/2012 8:38 PM

To: "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

CC: JAMES O'Connor <james.oconnor@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>

See request below.

Jim

Begin forwarded message:

From: "Krogstad, Jens" <jkrogstad@desmoine.gannett.com>


Date: February 22, 2012 10:21:42 AM CST

To: James O'Connor <james.oconnor@uni.edu>

Subject: RE: price labs

If it's handy, I'm also interested in: ACT/ITBS scores from Price Lab.

Thanks again during this busy time,
Jens

Jens Manuel Krogstad | *Staff Writer*
The Des Moines Register | desmoinesregister.com
o.(515) 284-8392 | jkrogstad@dmreg.com
c.(515) 490-8162
f. (515) 286-2511
Twitter: 

From: Krogstad, Jens

Sent: Wednesday, February 22, 2012 10:07 AM

To: 'James O'Connor'

Subject: price labs


Hi Jim,

Wanted to touch base about this afternoon's announcement on Price Labs.

Would it be possible to get a release right away at 4:15pm? An embargoed release would be ideal given our deadlines, though I know this is a sensitive topic.

It would help to get some basic background information on the school in advance. I'm thinking things like: Numbers on dwindling enrollment, costs to run and maintain the school, the number of teachers and students at the school.

Jens

Jens Manuel Krogstad | *Staff Writer*
The Des Moines Register | desmoinesregister.com
o.(515) 284-8392 | jkrogstad@dmreg.com
c.(515) 490-8162
f. (515) 286-2511
Twitter: 

James O'Connor, APR
Executive Director
Office of University Relations
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125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Subject: A sincere thank you

From: [REDACTED]

Date: 2/22/2012 11:01 PM

To: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

CC: [REDACTED]

President Allen and Provost Gibson,

I want to thank you for everything you do for our university. You've had to make such incredibly difficult decisions and have had to put up with so much abuse from the campus community. At the meeting you had with faculty today, I could see how painful these decisions have been for you.

Gloria, when you spoke about the Academic Affairs debt and about the funding levels from the government, I was moved to tears. I really wanted to give you a huge hug afterwards.

I have no idea how difficult these past few weeks must have been for you, and I'm sure it's only going to get worse. Just know that you have my support.

For the last few days, today especially, I've been hearing from a lot of students and faculty regarding the cuts. You already know what the faculty have been saying. Students have been primarily concerned about the lab school and museum closing.

But there is a major difference between what the students say to me and what the professors say to me. The majority of students, despite being upset that the lab school would possibly be closing, have asked me to let you both know that they appreciate your efforts. They understand to a certain degree that our budget outlook is grim and that tough decisions need to be made. You both have their respect and I think that, for the most part, they trust you to make the decisions necessary to keep UNI an excellent institution.

I don't expect you've been hearing much praise recently, so I wanted to make sure that you heard it from me at the very least.

Again, thank you so much for your work and service to UNI.

All my best,

[REDACTED]

[REDACTED]

[REDACTED]

Northern Iowa Student Government

Subject: Fwd: Fwd: FW: Inquiry #175 (12) Save Price Lab

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/22/2012 12:38 PM

To: james o'connor <james.oconnor@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Ben Allen <ben.allen@uni.edu>, dwight.watson@uni.edu

fyi

----- Original Message -----

Subject: Fwd: FW: Inquiry #175 (12) Save Price Lab

Date: Wed, 22 Feb 2012 11:09:24 -0600

From: Jane Larson <jane.larson@uni.edu>

To: patricia.geadelmann <patricia.geadelmann@uni.edu>

[if gte mso 9]><xml><o:shapedefaults v:ext="edit" spidmax="1026" /> </xml><![endif][if gte mso 9]><xml><o:shapelayout v:ext="edit"><o:idmap v:ext="edit" data="1" /></o:shapelayout></xml><![endif] Pat, Does UNI agree with Marcia's comment on not responding?

----- Original Message -----

Subject: FW: Inquiry #175 (12) Save Price Lab

Date: Wed, 22 Feb 2012 16:36:37 +0000

From: Brunson, Marcia R [BOARD] <mbruns@iastate.edu>

To: Jane Larson <jane.larson@uni.edu>

Jane, this is one of three emails I received via the website. Unless directed by UNI I will not respond to them.

Marcia

Marcia R. Brunson
Policy and Operations Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322
(515)281-6418 (phone)
(515)281-6420 (fax)
mbruns@iastate.edu
<http://www.regents.iowa.gov>

From: [REDACTED]
Sent: Wednesday, February 22, 2012 10:30 AM
To: mbruns@iastate.edu
Subject: Inquiry #175 (12) Save Price Lab

I am a junior at the University of Northern Iowa and I am enrolled in the science education program. I

Subject: Media coverage update

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/23/2012 7:58 AM

To: cabinetonly@uni.edu, Troy Dannen <troy.dannen@uni.edu>

CC: "JAMES O'Connor" <james.oconnor@uni.edu>, STACEY MAR CHRISTENSEN
<Stacey.Christensen@uni.edu>

Eileen reports that the MPLS story only ran in the Register Metro section -- three sections into the paper, and that none of the Des Moines TV stations had the story. WHO radio also hasn't picked it up yet. So far, this is a local story.

Jim

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Subject: media coverage

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/23/2012 8:00 AM

To: cabinetonly@uni.edu

CC: "JAMES O'Connor" <james.oconnor@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>

You'll see the AP ran the Gazette's story, which is balanced.

Jim

Begin forwarded message:

From: Google Alerts <googlealerts-noreply@google.com>

Date: February 23, 2012 3:38:04 AM CST

To: james.oconnor%uni.edu@gtempaccount.com

Subject: Google Alert - University+of+Northern+Iowa

News

4 new results for **University+of+Northern+Iowa**

UNI recommends closing K-12 laboratory school

Chicago Tribune

CEDAR FALLS, Iowa— **University of Northern Iowa** President Ben Allen says he will recommend to the Iowa Board of Regents that UNI's K-12 laboratory school operated by its College of Education be closed. Allen and other school officials met Wednesday

...

[See all stories on this topic »](#)

UNI faculty told Price Lab School to close July 1

Waterloo Cedar Falls Courier

CEDAR FALLS --- Text messages coming from inside the **University of Northern Iowa's** Malcolm Price Laboratory library say that President Benjamin Allen plans to ask the Board of Regents to close the school, effective July 1. The board meets next on March ...

[See all stories on this topic »](#)

Faculty, parents to learn more about Price Lab fate Wednesday

Waterloo Cedar Falls Courier

CEDAR FALL, Iowa --- The proposed future of the **University of Northern Iowa's** Malcolm Price Laboratory School will be unveiled this afternoon. In an email to faculty and staff, President Benjamin Allen said he would share details about his ...

[See all stories on this topic »](#)

UNI plans to close Price Lab School in June

The Gazette: Eastern Iowa Breaking News and Headlines (blog)
CEDAR FALLS — Closing the Malcolm Price Lab School at the **University of Northern Iowa** would save the university up to \$2 million annually, President Ben Allen said Wednesday in announcing he will recommend to state regents that the school cease ...

[See all stories on this topic »](#)

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James O'Connor, APR
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Office: (319) 273-2761
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james.oconnor@uni.edu
www.uni.edu

URGENT: communication timeline for today

Subject: URGENT: communication timeline for today

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/23/2012 10:00 AM

To: cabinet <cabinet@uni.edu>, Troy Dannen <troy.dannen@uni.edu>, Sheila Koppin <sdoyle@iastate.edu>, "Dr. Dwight C. Watson" <dwight.watson@uni.edu>, Kent Johnson <kent.johnson@uni.edu>, Jeneane BECK <jeneane.beck@uni.edu>

CC: "JAMES O'Connor" <james.oconnor@uni.edu>, JENNIFER S YARROW <Jennifer.Yarrow@uni.edu>, JANIS M JEHL <Janis.Jehle@uni.edu>, LIZ Conklin <liz.conklin@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>, Lindsay Cunningham <lindsay.cunningham@uni.edu>, DEWAYNE D PURDY <DeWayne.Purdy@uni.edu>

Below is the timeline for today's communication timeline regarding information contained in the news release: 'University of Northern Iowa officials announce actions to reallocate resources for future growth.'

Please note times and responsibilities. I'll get the news release to you as soon as I receive everyone's input.

Jim

10:30 a.m. -- final news release emailed to cabinet, Jeneane, Kent, Troy, Dwight, Jeneane and Sheila Koppin (BOR).

10:30 a.m. -- Athletics staff meeting

10:30 a.m. -- Print Services staff meeting

11 a.m. -- Museum staff meeting

11:30 a.m. -- Issues Update to issues and DDDH list

11:30 a.m. - 1 p.m. -- Cabinet, Kent, Troy, Dwight, Jeneane and Sheila send news release, with appropriate cover note, to those key constituents you feel need to see this before it hits the media.

Note: Jennifer, please send to P&S, Merit, Supervisory & Conf. leadership and NISG leadership

noon -- Special UNI Online to faculty and staff

1 p.m. -- News release sent to media

1:15 p.m. -- Ben, Gloria, Dwight and Troy meet in Ben's office

1:30 p.m. -- Media availability, Great Reading Room

James O'Connor, APR
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125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Subject: Issues Update: UNI announces reallocations for future growth

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/23/2012 12:32 PM

To: issues-update@uni.edu, dddh@uni.edu

CC: "JAMES O'Connor" <james.oconnor@uni.edu>

The Office of University Relations provides Issues Updates to key campus administrators. Please share the information as you see fit. If you have questions, please call 273-2761.

The following information will be released to the media at 1 p.m. today, please do not forward until 1 p.m.

2/23/12

UNI officials announce actions to reallocate resources for future growth

Cedar Falls, Iowa -- University of Northern Iowa President Ben Allen announced today strategic decisions to reallocate and realign resources to support academic priorities and to ensure future growth.

"We remain committed to our vision of becoming one of the nation's premier public universities, and our mission of providing the best possible academic experience for our students," Allen said. "The current economic challenges and changes taking place in higher education provide an opportunity for strategic repositioning of the University of Northern Iowa for the next decade. We want to define our own destiny rather than allow circumstances to do it for us."

Pending approval by the Board of Regents, State of Iowa, UNI administrators will make the following program and services changes:

- Recommend the closure of Malcolm Price Laboratory School
UNI will continue to lead the nation in teacher education by incorporating the latest research and development models in partnership with education experts, leading universities and school districts. Malcolm Price Laboratory School has been an integral part of the strong heritage of achievement in teacher education at UNI, but it is not feasible for UNI to continue to subsidize the school or to invest millions of dollars to improve the aging school building. The financial constraints, combined with current best-practices and research that support realistic and diverse field experiences for education students, make it necessary to recommend the closing of the school by June 30, 2012. Funds will be reallocated to Iowa's Statewide Research and Development initiative and the UNI teacher education program.

- Reduce general fund support for Intercollegiate Athletics
UNI is continuing its progress toward reducing general fund support for the Department of Intercollegiate Athletics. Through a combination of expense reduction and revenue generation, general fund support provided to Athletics will be reduced by an additional \$500,000 over the next three years. Athletic Director Troy Dannen will provide more detail as soon as final decisions are made. Elimination of sports programs is not anticipated.

- Integrate selected UNI Museum collections within campus and community for greater student access
Successfully integrating selected collections into library and department buildings

is a primary goal to provide enhanced student access and stronger visitor traffic. The current museum building is in need of major repairs and renovation. The museum building will be closed to the public June 30, 2012 and the collections will be moved to various campus and community locations to provide research, teaching and outreach opportunities. The university will retain ownership of the collections. The closure will save \$200,000 annually as well as capital funds that would be required to renovate or build. Office and exhibit spaces will be provided.

- Print Services partnership for access to new technology and services
A partnership with a variety of local printing and copying companies will provide access to the latest technology and lower overall printing expenses. UNI Print Services will close no later than June 30, 2012. This change will allow UNI to avoid more than \$400,000 in equipment replacement costs, as well as department salaries and benefits.

These recommended program changes and cost savings will allow UNI leadership to invest in programs (academic and non-academic) where there is the greatest demand and need.

- Academic program changes -- announcement next week
A separate announcement about academic program mergers and closures will be made next week. The programs likely affected are those with low graduation rates.

During the past three years, President Allen has established multiple study groups at UNI to review all academic and non-academic programs, as well as services and outsourcing opportunities. Many changes have already been made with program and service enhancements, closures, outsourcing and reduced staffing levels.

The strategic budget decisions announced today are in addition to significant changes already made by the university. Since 2000, UNI's annual general fund appropriation has been cut seven times and is now below 1996-97 funding levels. State funding to UNI has decreased a total of \$23.6 million, or 24 percent, in the last four years. The university began fiscal 2012 with a \$5 million budget shortfall. The fiscal 2012 appropriation is \$4.3 million below the fiscal 2011 level. UNI will begin fiscal 2013 with an obligation of \$4.1 million in negotiated salary and benefits increases.

###

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Subject: Docket - Price Lab

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/23/2012 12:39 PM

To: bdonley@iastate.edu

CC: Ben Allen <ben.allen@uni.edu>, Jane Larson <jane.larson@uni.edu>, Patricia Geadelmann <Patricia.Geadelmann@uni.edu>, taeveans@iastate.edu, jeneane.beck@uni.edu, keith-saunders@uiowa.edu, sdoyle@iastate.edu, james o'connor <james.oconnor@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, dwight.watson@uni.edu, jennifer.yarrow@uni.edu, brenda.buzynski@uni.edu

Bob,

I know that Tom Evans forwarded a copy of our proposed docket language for Price Lab. I am attaching a slight revision --a change in the wording of the first sentence of the final paragraph. Please let me know if you need anything further.

Thank you very much.

Pat

--

Patricia L. Geadelmann, Ed.D.
Special Assistant to the President for Board and Governmental Relations
University of Northern Iowa
20 Seerley Hall
Cedar Falls, IA 50614-0705
Phone: 319-273-6144
FAX: 319-273-6494

Attachments:

PLS Docket.docx

14.6 KB

University of Northern Iowa

DOCKET

Action Requested:

- 1) Approve the university's request to close the Malcolm Price Laboratory School effective June 30, 2012.
- 2) Approve an addendum to the Regents legislative agenda to include a request to the Governor and General Assembly to amend the Iowa Code to permit closure of the school and retention of the research and development center at the University

Closure of Price Laboratory School

The University of Northern Iowa is strongly committed to being the premier Pre K-12 higher education institution in the state and among the best in the nation. This is made explicit in the University's Strategic Plan approved by the Board. During the past four years of budget reductions the university has reexamined every aspect of its operations and programs to become more focused and strategic with its resources.

For many years Price Laboratory School has provided an excellent education for Pre-K students, as well as supported clinical experiences for our teacher education program. It is one of the few remaining laboratory schools in the country supported by a university. We have come to a point, however, as have many institutions, where it is no longer financially feasible for the university to operate its own school and subsidize instruction for elementary/secondary education. The financial issue is exacerbated by an aging building which a consultant estimated would cost \$30 million to replace. Our strategic priority must focus on the undergraduate teacher education and the supporting academic programs.

Best practices call for preservice students to have a range of clinical experiences in diverse settings to prepare them for what they will realistically experience once on the job. The university is committed to an expanded network of partnerships with school districts to provide an outstanding array of clinical experiences.

Alternative R&D Model: Iowa's Research and Development Center for Education Innovation

Authentic research and development endeavors must also occur in a variety of settings. In that light, we propose an alternative model at UNI for the research and development center created by the General Assembly. We envision an R&D model that will work from a broad base utilizing a "think tank" model involving faculty and staff from across the campus, as well as expertise from other institutions. Critical research questions would be identified and research would be conducted to inform practices and education policy. Research team members would be assembled on a project basis, which could range from short-term or multi-year. Funding and arrangements would be established to allow/encourage visiting scholars, practitioners, Department of Education staff, and others to participate. Expertise from other campus centers such as the Regents' Center for Early Developmental Education, the Center for Teaching and

Learning Mathematics, and the Richard O. Jacobson Center for Comprehensive Literacy would be drawn on.

We anticipate forming partnerships with selected school districts across the state, depending on the nature of the issue or research question. This would involve districts of varying size and population characteristics. Research would be embedded in classrooms working with teachers and districts. This could also serve to broaden the arena of practice for preservice teachers.

The goals originally outlined in Senate File 470 would remain:

1. To raise and sustain the level of all prekindergarten through twelve students' educational attainment and personal development through innovative and promising teaching practice
2. To enhance the preparation and professional competence of the educators in this state through collaborative inquiry and exchange of professional knowledge in teaching and learning
3. To focus on research that transforms teaching practice to meet the changing needs of this state's educational system.

The center would serve as a clearinghouse for innovative pedagogical techniques and curriculum design and development. Maximum use of electronic media and technology would be used in the dissemination process.

Subject: UNI Online Special Edition
From: uni-online@uni-mail.org
Date: 2/23/2012 12:45 PM
To: gloria.gibson@uni.edu

UNI Online Special Edition
Thursday, Feb. 23, 2012

The following information will be released to media at 1 p.m. today.

UNI officials announce actions to reallocate resources for future growth

Cedar Falls, Iowa -- University of Northern Iowa President Ben Allen announced today strategic decisions to reallocate and realign resources to support academic priorities and to ensure future growth.

"We remain committed to our vision of becoming one of the nation's premier public universities, and our mission of providing the best possible academic experience for our students," Allen said. "The current economic challenges and changes taking place in higher education provide an opportunity for strategic repositioning of the University of Northern Iowa for the next decade. We want to define our own destiny rather than allow circumstances to do it for us."

Pending approval by the Board of Regents, State of Iowa, UNI administrators will make the following program and services changes:

- **Recommend the closure of Malcolm Price Laboratory School**

UNI will continue to lead the nation in teacher education by incorporating the latest research and development models in partnership with education experts, leading universities and school districts. Malcolm Price Laboratory School has been an integral part of the strong heritage of achievement in teacher education at UNI, but it is not feasible for UNI to continue to subsidize the school or to invest millions of dollars to improve the aging school building. The financial constraints, combined with current best-practices and research that support realistic and diverse field experiences for education students, make it necessary to recommend the closing of the school by June 30, 2012. Funds will be reallocated to Iowa's Statewide Research and Development initiative and the UNI teacher education program.

- **Reduce general fund support for Intercollegiate Athletics**

UNI is continuing its progress toward reducing general fund support for the Department of Intercollegiate Athletics. Through a combination of expense reduction and revenue generation, general fund support provided to Athletics will be reduced by an additional \$500,000 over the next three years. Athletic Director Troy Dannen will provide more detail as soon as final decisions are made. Elimination of sports programs is not anticipated.

- **Integrate selected UNI Museum collections within campus and community for greater student access**

Successfully integrating selected collections into library and department buildings is a primary goal to provide enhanced student access and stronger visitor traffic. The current museum building is in need of major repairs and renovation. The museum building will be closed to the public June 30, 2012 and the collections will be moved to various campus and community locations to provide research, teaching and outreach opportunities. The university will retain ownership of the collections. The closure will save \$200,000 annually as well as capital funds that would be required to renovate or build. Office and exhibit spaces will be provided.

- **Print services partnership for access to new technology and services**

A partnership with a variety of local printing and copying companies will provide access to the latest technology and lower overall printing expenses. UNI Print Services will close no later than June 30, 2012. This change will allow UNI to avoid more than \$400,000 in equipment replacement costs, as well as department salaries and benefits.

These recommended program changes and cost savings will allow UNI leadership to invest in programs (academic and non-academic) where there is the greatest demand and need.

- **Academic program changes -- announcement next week**

A separate announcement about academic program mergers and closures will be made next week. The programs likely affected are those with low graduation rates.

During the past three years, President Allen has established multiple study groups at UNI to review all academic and non-academic programs, as well as services and outsourcing opportunities. Many changes have already been made with program and service enhancements, closures, outsourcing and reduced staffing levels.

The strategic budget decisions announced today are in addition to significant changes already made by the university. Since 2000, UNI's annual general fund appropriation has been cut seven times and is now below 1996-97 funding levels. State funding to UNI has decreased a total of \$23.6 million, or 24 percent,

in the last four years. The university began fiscal 2012 with a \$5 million budget shortfall. The fiscal 2012 appropriation is \$4.3 million below the fiscal 2011 level. UNI will begin fiscal 2013 with an obligation of \$4.1 million in negotiated salary and benefits increases.

Find the UNI event you're looking for in the UNI Calendar of Events, a convenient, searchable database located at <http://www.uni.edu/unicalendar/>

To submit an item to UNI Online: <http://www.uni.edu/unionline/>

Can't link to the items listed? Have a question? Visit our FAQ: <http://www.uni.edu/unionline/faq>

UNI Online Archive: <http://www.uni.edu/unionline/unionline-archive/>

**UNI Online Editor:
UNIONlineEditor@uni.edu**

Subject: gwenne.berry@uni.edu Wanted to share this article from wfcourier.com
From: gwenne.berry@uni.edu
Date: 2/23/2012 1:16 PM
To: gloria.gibson@uni.edu

gloria.gibson@uni.edu,

Sen. Danielson plans community meeting on UNI cuts

Click on the link or Copy and Paste the address into your internet browser window.
http://wfcourier.com/news/local/sen-danielson-plans-community-meeting-on-uni-cuts/article_bb66d0ea-5e4f-11e1-bc7d-001871e3ce6c.html

- gwenne.berry@uni.edu

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Read the acceptable use policy: <http://support.townnews.com/docs/aup>

1 of 1

Subject: Sen.Danielsen - Community Forum, Sun., Feb. 26 at 4:00 p.m. (to ADP Committee and FYIs

From: Gerri Perreault <geraldine.perreault@gmail.com>

Date: 2/23/2012 1:18 PM

To: Gerri Perreault <geraldine.perreault@uni.edu>, Jan Bartlett <jan.bartlett@uni.edu>, Phyllis Carlin <phyllis.carlin@uni.edu>, Kerri Clopton <Kerri.Clopton@uni.edu>, katheryn east <katheryn.east@uni.edu>, Allen Hays <allen.hays@uni.edu>, Thomas Kessler <thomas.kessler@uni.edu>, mark mortenson <mmort@cfu.net>, Lauren Finke <lauren_finke@vccv.org>, Kathy Scholl <kathleen.scholl@uni.edu>, Jerome Soneson <Jerome.soneson@uni.edu>, Donna Vinton <donna.vinton@uni.edu>, Melissa Heston <Melissa.Heston@uni.edu>, Rose Lorenz <rlorenz@panthersupply.com>, Martha Reineke <martha.reineke@uni.edu>, mitchell strauss <mitchell.strauss@uni.edu>, Gloria.Gibson@uni.edu, Lisa Kratz <Lisa.Kratz@uni.edu>, Jeff Danielson <jeffdanielson@gmail.com>, "Danielson, Jeff [LEGIS]" <jeff.danielson@legis.state.ia.us>, Gretchen Gould <Gretchen.Gould@uni.edu>, Joanne Goldman <joanne.goldman@uni.edu>, Terry Hogan <Terry.Hogan@uni.edu>, Jan Hanish <jan.hanish@uni.edu>, Deb Deemer <Deborah.Deemer@uni.edu>, Kurt Meredith <Kurt.Meredith@uni.edu>, Christy Twait <christine.twait@uni.edu>, William.Clohesy@uni.edu, Oksana Grybovyh <oksana.grybovyh@uni.edu>, Nikki Johnson <nichole.johnson@uni.edu>, pam klein <pam@uni.edu>, Jeff Weld <Jeff.Weld@uni.edu>, Willard Jenkins <wjenkin@mchsi.com>, Andrew Miller <milleabi@uni.edu>, Mike Bobeldyk <Mike.Bobeldyk@uni.edu>, Tom Hall <tom.hall@uni.edu>, Jennifer Cooley <jennifer.cooley@uni.edu>, pat harper <senatorpat@aol.com>, "Sarah E. Montgomery" <sarah.montgomery@uni.edu>, Wendy S Miller <wendy.miller@uni.edu>, James.Lubker@uni.edu, John C Roadcap <john.roadcap@uni.edu>, Maureen Doherty <mcdiniowa@aol.com>, LAURA SETHER <setherl@uni.edu>, Darcie A Davis-Gage <Darcie.Davis-Gage@uni.edu>, Sharon Silva <Sharon.Silva@uni.edu>, Laura Sether <lsether@gmail.com>, katherine.lavelle@uni.edu
CC: "geraldine.perreault" <Geraldine.Perreault@gmail.com>, "dwight.watson" <Dwight.Watson@uni.edu>

FROM SEN. DANIELSON:

Friends,

Given the recent announcements about the University of Northern Iowa's budget, I am hosting a community conversation about the proposed budget cuts and the impact to the Cedar Valley. Please come to share your ideas and express concerns.

Join me at the Cedar Falls Community Center, 528 Main Street, this Sunday, February 26th at 4 p.m.

I value your input, and I believe we can all learn something from each other. Therefore, this meeting is open and accessible to all.

If you're unable to attend, please share your thoughts directly via e-mail,
jeffdanielson@gmail.com.

Yours in Service,

Senator Jeff Danielson

Subject: Fwd: questions on price lab

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/23/2012 1:29 PM

To: Gloria Gibson <gloria.gibson@uni.edu>, Ben Allen <ben.allen@uni.edu>

Ben and Gloria,

Note requests for information below. I have inserted draft responses. Please correct/add information

Pat

----- Original Message -----

Subject: questions on price lab

Date: Thu, 23 Feb 2012 13:17:27 -0600

From: Jeneane Beck <jeneane.beck@uni.edu>

To: Jane Larson <jane.larson@uni.edu>, Patricia Geadelmann
<patricia.geadelmann@uni.edu>

CC: Ben Allen <ben.allen@uni.edu>

Jane,

Here are some questions I'm being asked about Price Lab. I realize we may not have all of the answers at this time.

House Democratic caucus staff would like to know how many positions at the school will be eliminated and how many, if any faculty, will be retained.

----Term and temporary staff and faculty positions will be eliminated (estimated number is ???)

---- Tenured faculty will be placed appropriate to their qualifications in positions at the university (estimated number is ???)

----Tenure track faculty positions will be eliminated??? Able to apply for open positions???

Also Representative Berry would like to know if this at all impacts the Child Development Center on campus.

---The child development center will remain open and be relocated to different facility on campus.

And Finally, Representative Dolecheck would like to know if there will need to be additional space added on campus to house the R & D program if Price Lab is torn down.

---We intend to reconfigure existing space on campus for the R&D program.

thank you,

Jeneane



Jeneane Beck
UNI State Relations Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale IA 50322-7905
Cell phone 515-971-2563

Subject: staff reduction update

From: Michelle Byers <michelle.byers@uni.edu>

Date: 2/23/2012 2:29 PM

To: Michael Hager <michael.hager@uni.edu>, Gloria J Gibson <gloria.gibson@uni.edu>, James E O'Connor <James.OConnor@uni.edu>, Virginia Arthur <virginia.arthur@uni.edu>

CC: Lisa Frush <lisa.frush@uni.edu>

All,

I wanted to make you aware we went live this morning with a web page to which faculty/staff affected in some way by staff reductions/program closures will be directed. (<http://www.vpaf.uni.edu/hrs/outplacement/>) It is intended to be a "one stop shop" for internal/external resources available to them or point them to information on questions they may have. We'll continue to add/edit the site as needed, but I very much appreciate Beth, Lisa and Cindy's work to get this up and running. Let us know if you should have suggestions for this site.

DeWayne Purdy and I met with Print Services staff this morning to discuss more specific time lines regarding the closure of their operation. Lisa Frush and Kent Johnson met with the Museum staff this morning for the same reason. These meetings will be followed up with individual meetings to provide more specific information about how these cuts will affect their employment. So far these two groups are taking this about as well as can be expected.

Our office is continuing to limit merit vacancies to internal hires except for those positions that require a specific technical skill set that we aren't able to recruit for on campus. A layoff plan will need to be submitted to the board office and from there DAS for the governor's approval once we know the Price Lab closure has been approved. In the meantime we'll provide "heads up" letters to AFSCME staff and draft a layoff plan.

Thanks,
Michelle

--

Michelle Byers, SPHR
Interim Director
Human Resource Services
University of Northern Iowa
027 Gilchrist
Cedar Falls, IA 50614-0034
Phone: 319.273.2422
For deaf or hard-of-hearing use Relay 711
Fax: 319.273.2927
www.uni.edu/hrs

"The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society."

Subject: Re: staff reduction update

From: Michael Hager <michael.hager@uni.edu>

Date: 2/23/2012 3:00 PM

To: Michelle Byers <michelle.byers@uni.edu>

CC: Gloria J Gibson <gloria.gibson@uni.edu>, "James E O'Connor" <James.OConnor@uni.edu>, Virginia Arthur <virginia.arthur@uni.edu>, Lisa Frush <lisa.frush@uni.edu>

Michelle:

Nice work on having this resource list available in a timely manner. Thank you (and the HRS staff) for following through on such short notice.

Michael

On Thu, Feb 23, 2012 at 2:29 PM, Michelle Byers <michelle.byers@uni.edu> wrote:

All,

I wanted to make you aware we went live this morning with a web page to which faculty/staff affected in some way by staff reductions/program closures will be directed. (<http://www.vpaf.uni.edu/hrs/outplacement/>) It is intended to be a "one stop shop" for internal/external resources available to them or point them to information on questions they may have. We'll continue to add/edit the site as needed, but I very much appreciate Beth, Lisa and Cindy's work to get this up and running. Let us know if you should have suggestions for this site.

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Thanks,
Michelle

--

Michelle Byers, SPHR
Interim Director
Human Resource Services
University of Northern Iowa
027 Gilchrist

Re: staff reduction update

1 of 2

Cedar Falls, IA 50614-0034
Phone: 319.273.2422
For deaf or hard-of-hearing use Relay 711
Fax: 319.273.2927
www.uni.edu/hrs

"The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society."

2 of 2

--

Michael Hager
Vice President for Administration and Financial Services
University of Northern Iowa
122 Lang Hall
Cedar Falls, IA 50614-0003
(319) 273-2382

3 of 2

Re: Think About the Long Term Effects

Subject: Re: Think About the Long Term Effects
From: Gloria Gibson <gloria.gibson@uni.edu>
Date: 2/24/2012 8:46 AM
To: Denise Tallakson <denise.tallakson@uni.edu>
BCC: gloria.gibson@uni.edu

Thank you Denise for your thoughtful message and the messages of other UNI students. I will share these with President Allen. Provost Gibson

Denise Tallakson said the following on 2/24/2012 12:31 AM:

Dear Provost Gibson,

These are only a few of the hundreds of testaments from teacher education students who signed the petition to support Price Laboratory School. These UNI students are your consumers, telling you that they need this experience and it is a vital part of their education program. You have a goldmine sitting on your campus that is succeeding in promoting the main mission of your university. You should be protecting this valuable resource instead of eliminating it. What will your legacy be at UNI? Usually people hope to be remembered for building something up – not bringing an end to something so valuable that the university will have long lasting effects. Please discuss with President Allen the need to rethink his recommendation to close Price Lab School

Denise Tallakson



2 days ago

Like

1 person likes this reason

My Level II experience at the lab school has been the number one most valuable part of my teacher training at UNI. There is no substitute for working one-on-one with the amazing educators at Price Lab. It is a huge part of why UNI is so successful at producing quality teachers.


2 days ago

2 people like this reason

Price Lab School offers some of the best field experience available for education majors at UNI. My experience there was extremely valuable, and if PLS is closed, it will take away future opportunities for high quality field experience for teacher candidates. Please keep Price Lab open, for the teachers and the students!

Flag

Fwd: legislative angle on MPLS

Subject: Fwd: legislative angle on MPLS

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/24/2012 8:57 AM

To: brenda.buzynski@uni.edu, dwight.watson@uni.edu, Gloria Gibson <gloria.gibson@uni.edu>, terry.hogan@uni.edu, bill.calhoun@uni.edu, Shashi Kaparthy <shashi.kaparthy@uni.edu>

fyi

----- Original Message -----

Subject: legislative angle on MPLS

Date: Fri, 24 Feb 2012 08:31:23 -0600

From: Stacey Christensen <stacey.christensen@uni.edu>

To: Jeneane Beck <jeneane.beck@uni.edu>, Patricia Geadelmann <patricia.geadelmann@uni.edu>, James O'Connor <james.oconnor@uni.edu>, Ben Allen <ben.allen@uni.edu>, Jennifer Yarrow <Jennifer.Yarrow@uni.edu>

CC: Stacey Christensen <stacey.christensen@uni.edu>

http://wcfcourier.com/news/local/lawmakers-more-discussion-needed-on-plan-to-close-uni-lab/article_e6b0f104-5ed1-11e1-9b48-001871e3ce6c.html

Stacey Christensen

University of Northern Iowa

Public Relations Manager

stacey.christensen@uni.edu

319-273-6728

www.uni.edu/newsroom

Fwd: Support for your leadership!

Subject: Fwd: Support for your leadership!

From: Ben Allen <m1600002@uni.edu>

Date: 2/24/2012 9:26 AM

To: Ben Allen <ben.allen@uni.edu>, "gloria.gibson@uni.edu" <gloria.gibson@uni.edu>

Ben -- - email below was sent to you and Gloria.

Note - Susan is a highly respected GC in Iowa. -- She has held leadership positions in the state organization of GC and has served at CFHS for over 10 years.

Brenda

----- Original Message -----

Subject:Support for your leadership!

Date:Thu, 23 Feb 2012 22:22:41 -0600

From:Susan Langan <susan.langan@cfschools.org>

To:president@uni.edu

CC:gloria.gibson@uni.edu

Dear Dr. Allen,

I just want you to know that there is a lot of support in the community for your recent decision regarding the closing of the Lab School. I am sure it is a difficult time right now because of the emotional response from the parents and students. You are to be highly regarded for making this tough decision. It has been a long time coming!

I know you have been in contact with Dr. Stoakes and Dan Conrad. The school counselors in the Cedar Falls CSD have a good relationship and will work very closely with the Lab School Counselors and will do everything we can to help the students who attend Cedar Falls High School in the transition.

Thanks for all you do and hang in there!!

Susan Langan

Cedar Falls High School Counselor

susan.langan@cfschools.org

1015 Division Street

Cedar Falls, Iowa 50613

319-553-2515 ext. 2632

"Every day is a gift."

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Subject: Wishing you the best through this difficult time

From: Leslie Wilson <leslie.wilson@uni.edu>

Date: 2/24/2012 9:53 AM

To: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

President Allen & Provost Gibson,

I know that the loudest voices you are hearing are from those stakeholders affected by the changes announced this week. I, for one, am very supportive of the actions taking place, including reasonable action toward athletics which I believe is an important part of this institution and should be supported through GFs. Especially with regard to MPLS, had MPLS a history of providing significant innovative teaching models to the teaching community, supported by grounded research, published through a high quality peer-review process and recognized nationally for its excellence and contributions, then today the conversation would be much different. Also, if ACT and ITBS results showed that students at MPLS performed well outside the norm for their demographic data, again, the conversation might be different. Instead, COE's propensity to hire from within (which should be stopped) has created a self-indulgent environment, with an expensive, self-congratulatory school being the result. Should the BOR and/or the Legislature override your recommendation, then swift and decisive action should be taken to improve management of the organization, decrease the cost of operations, and increase the academic expectations and performance of the students enrolled in the school.

Program cuts will generate just as much noise although only small programs are being targeted. While quality was not a factor in that decision making, only graduation rates, I encourage continued assessment of programs, regardless of size, to eliminate programs that do not meet high quality expectations. Just as all businesses now must focus on strategic strengths and must be accountable on many different metrics, so too must our academic programs. I know from experience that efficiency and effectiveness are hostile words on this campus but our stakeholders today demand much more from us, and should.

I wish you two the best through this very difficult time.

Sincerely,

Leslie

=====

Leslie K. Wilson

Associate Dean

University of Northern Iowa

College of Business Administration

Cedar Falls, IA 50614-0123

(319) 273-6240

Wishing you the best through this difficult time

Subject: TEF Special Meeting

Subject: CHANGE: TEF Special Meeting
From: Becky Hawbaker <becky.hawbaker@uni.edu>
Date: 2/24/2012 10:28 AM
To: TEF-all@uni.edu

The Special Emergency Meeting of the TEF will be TODAY at *4:00* pm in SEC 252 (the rooms were reserved at 3:30 for the diversity conference and I thought meeting in the lobby could be disruptive to the conference).

--
Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

3/12/2012 12:38 PM

Subject: Thanks

From: Barb Hill <barbara.hill@uni.edu>

Date: 2/24/2012 11:40 AM

To: gloria.gibson@uni.edu

Provost Gibson,

Thanks for your leadership. The UNI students will be all right. You are mostly hearing the negative things right now, but please know that there are many people all across the state who understand and support the decisions being made.

Thanks,

Barb Hill

Teacher Education

Subject: Re: Google Doc set up to Gather Information on Use of Price Lab School
From: Audrey Rule <audrey.rule@uni.edu>
Date: 2/24/2012 11:40 AM
To: Becky Hawbaker <becky.hawbaker@uni.edu>
CC: TEF-all@uni.edu

Dear Colleagues in Teacher Education-

As you all aware, President Allen has recommended closing of Price Laboratory School. On Monday the Board of Regents will make a decision on this at an emergency meeting. I think that many of us have ties to Price Laboratory School in various ways including bringing students there for practicum experiences, conducting research studies, team teaching for our own professional development, and collaboratively working on projects. We have set up a Google Doc so that we might gather information about the connections between our Teacher Education faculty and Price Laboratory School.

Please enter your information into the Google Doc so that we can present this information to those who are making decisions to better inform them of what we lose if Price Lab School closes.

I have already entered my information.

Here is the link to the Google doc.

<https://docs.google.com/a/uni.edu/document/d/1oMaihm-1vehYhr4LKUAz6bZEFNzmUwg9LwUnM7mPaDs/edit>

Thanks so much.

Audrey Rule

Subject: Regarding the Price Lab decision

From: [REDACTED]

Date: 2/24/2012 1:07 PM

To: Gloria Gibson <gloria.gibson@uni.edu>

Dear Provost Gloria Gibson,

I am writing to demonstrate my extreme disapproval of the seemingly unplanned decision to close Malcolm Price Laboratory school. I am a junior TESOL major and have had the opportunity to work with an amazing teacher, Sara Blanco, at this school. I am lucky in the fact that this new decision will not directly impact me. My friends and peers in my major will not be so lucky.

I understand that the three state schools are going through major cutbacks. I understand that this cannot be stopped and certain things must go. What I do not understand is the unmethodological way your staff decided to shut down this very important school. UNI staff were not involved in this decision, and to my understanding, there is no real backup plan in the case that Price Lab is closed.

The point that is especially offensive about this decision is that while there will be other cutbacks across UNI, they are by no means equal. An entire school is being shut down - students lives will change and teachers will lose their jobs. At the same time, we will see cutbacks in the athletic programs. But the suggestion to cut \$500,000 over 3 years is insulting. UNI is known for their teacher education program, not their athletics. One would hope that he or she could count on their institution of higher learning to show that education is more important to them than such unsubstantial activities like sports. Apparently this was a naive assumption.

I have three younger siblings still in middle and high school. I can promise that if my siblings decide to go to college for teaching, I will not suggest UNI in the case that Price Lab is shut down. What makes UNI special is the education program and what makes the education program special is Price Lab.

Thank you for your time and I still hope that your staff will redeem themselves by reconsidering this decision.

[REDACTED]

Subject: Re: TEF Special Meeting

From: "virginia.arthur@uni.edu" <virginia.arthur@uni.edu>

Date: 2/24/2012 7:02 AM

To: "Michael Licari" <michael.licari@uni.edu>,"Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>,"Ben Allen" <Ben.Allen@uni.edu>

It's not the request for the Council to meet that's disturbing but the tenor of the communication with the coordinators and the fact that she (willfully) ignores that this is a time when the dean, provost or president should be handling communications at the district level.

Ginny

Sent from my HTC on the Now Network from Sprint!

----- Reply message -----

From: "Michael Licari" <michael.licari@uni.edu>

Date: Thu, Feb 23, 2012 11:59 pm

Subject: TEF Special Meeting

To: "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>,"Ben Allen" <Ben.Allen@uni.edu>,"virginia Arthur" <virginia.arthur@uni.edu>

FYI.

The sentiment of the petition came up in the Teacher Ed Executive Council meeting on Tuesday, so I'm not surprised.

Mike

----- Original Message -----

Subject:TEF Special Meeting

Date:Thu, 23 Feb 2012 22:05:32 -0600

From:Becky Hawbaker <becky.hawbaker@uni.edu>

To:TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

According to the UNI Teacher Education bylaws: "Special meetings of the Teacher Education Faculty may be called by petition of 25 voting members of the Teacher Education Faculty. The petition is submitted to the Chair of the TEF and must specify the reasons for calling the meeting. Such meetings shall take place within 30 calendar days of receipt of the petition. Twenty percent of the voting members of the Teacher Education Faculty

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As TEF Chair, I have received a such a petition for a special emergency meeting to respond to President Allen's recommendation to close Price Lab School effective June 30, 2012. See below:

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schools...with mixed reactions (not counting the responses from those who said only that they are praying for me)

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Thank you for all of your support. I will stay in contact and pass on information from my end and hope that you will do the same from yours.

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Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Subject: Statement from President Lang and Board Meeting Notice

From: "Koppin, Sheila Doyle [BOARD]" <sdoyle@iastate.edu>

Date: 2/23/2012 4:19 PM

To: " (dboddicker@iowa-braille.k12.ia.us)" <dboddicker@iowa-braille.k12.ia.us>, " ('karenm@iastate.edu')" <'karenm@iastate.edu'>, " (lucille-heitman@uiowa.edu)" <lucille-heitman@uiowa.edu>, "Anderson, John R [PRES]" <jrander@mail.iastate.edu>, "Ben Allen (Ben.allen@uni.edu)" <Ben.allen@uni.edu>, "Braun, Mark" <mark-braun@uiowa.edu>, "Brenda Buzynski (brenda.buzynski@uni.edu)" <brenda.buzynski@uni.edu>, "Brown, Marilyn" <marilyn-brown@uiowa.edu>, "Butler, Barry" <patrick-butler@uiowa.edu>, "Butler, Karen" <karen-butler@uiowa.edu>, "dutsinger@iowa-braille.k12.ia.us" <dutsinger@iowa-braille.k12.ia.us>, Evalyn Van Allen-Shalash <van-allen-shalash@uiowa.edu>, Gloria Gibson <gloria.gibson@uni.edu>, "Goff, Ann Frances V" <ann-goff@uiowa.edu>, "Hager, Michael" <michael.hager@uni.edu>, "Hanish, Jan" <jan.hanish@uni.edu>, "Heuer, Jim (jheuer@iowaschoolforthe deaf.org)" <jheuer@iowaschoolforthe deaf.org>, "Hoffman, Betsy" <bhoffman@iastate.edu>, "Janis Jehle" <janis.jehle@uni.edu>, "Jeanne Prickett (jprickett@iowaschoolforthe deaf.org)" <jprickett@iowaschoolforthe deaf.org>, "Jim O'Connor (james.oconnor@uni.edu)" <james.oconnor@uni.edu>, Kathy Curren <kathryn-curren@uiowa.edu>, "kathy-mcdonald@uiowa.edu" <kathy-mcdonald@uiowa.edu>, "Kendig, Tysen" <tysen-kendig@uiowa.edu>, "Krapfl, Anne D [U REL]" <adkrapfl@mail.iastate.edu>, "Larson, Jane" <jane.larson@uni.edu>, "Leath, Steven" <sleath@iastate.edu>, "Madden, Warren R [VPBUS]" <wmadden@mail.iastate.edu>, Marcia Nichols <mnlob@aol.com>, "Mason, Sally" <sally-mason@uiowa.edu>, "McCarroll, John F [U REL]" <jmccarroll@mail.iastate.edu>, "McCarthy, Ann M [GOV R]" <amccart@mail.iastate.edu>, "McLeran, Laura E" <laura-mcleran@uiowa.edu>, "Michel, Tammy J [PRES]" <tjmiche@mail.iastate.edu>, Pat Geadelmann <patricia.geadelmann@uni.edu>, "Pat Nissley (patricia-nissley@uiowa.edu)" <patricia-nissley@uiowa.edu>, "pclancy@iowa-braille.k12.ia.us" <pclancy@iowa-braille.k12.ia.us>, "Pressler, Dawn" <dawn-pressler@uiowa.edu>, "Saunders, Keith [BOARD]" <ksaunde@iastate.edu>, "Shirley Knipfel (sknipfel@iastate.edu)" <sknipfel@iastate.edu>, Steve Parrott <steven-parrott@uiowa.edu>, "Stewart, Todd T [BOARD]" <toddstew@iastate.edu>, "ted-yanecek@uiowa.edu" <ted-yanecek@uiowa.edu>, Tom Moore <thomas-moore@uiowa.edu>, "True, Doug" <douglas-true@uiowa.edu>, "Zuehlke-Woodard, Melinda L" <melinda-zuehlke@uiowa.edu>

Sheila Doyle Koppin

Regent Communication Officer

Board of Regents, State of Iowa

11260 Aurora Avenue

Urbandale, IA 50322

(515) 281-3332

www.regents.iowa.gov

Twitter @IowaRegents

**Governing Iowa's public
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Lakeside Lab Regents Resource Center
Quad-Cities Graduate Center
Southwest Iowa Regents Resource Center
Tri-State Graduate Center



Craig A. Lang, President, *Brooklyn*
Bruce L. Rastetter, Pro Tem, *Hubbard*
Nicole C. Carroll, *Carroll*
Robert N. Downer, *Iowa City*
Jack B. Evans, *Cedar Rapids*
Ruth R. Harkin, *Cumming*
Greta A. Johnson, *Le Mars*
David W. Miles, *Dallas Center*
Katie S. Mulholland, *Marion*

Robert Donley, *Executive Director*

STATEMENT FROM PRESIDENT CRAIG LANG ON UNI PRICE LABORATORY SCHOOL

February 23, 2012

Contact: Robert Donley, Executive Director, 515-281-3934

On behalf of the Board of Regents, I want to express our support for President Ben Allen and the important steps he announced today that we believe will ensure the fiscal and academic integrity of the university well into the future. We are confident that President Allen's leadership and strategic vision for the University of Northern Iowa will continue to ensure the highest academic quality for our students.

The Board of Regents will meet in a telephonic session on Monday, February 27, at 1:00 p.m., to consider the recommendations of President Allen relative to the Malcolm Price Laboratory School.

Subject: Fwd: Agenda Change for Faculty Senate
From: Sherry Nuss <sherry.nuss@uni.edu>
Date: 2/23/2012 8:22 PM
To: FacultySenate@uni.edu

This is a forward from Jeff Funderburk. He asked me to send it as soon as possible in an e-mail to me at 11:42 this morning. I'm sorry that I am only now seeing it to forward.

Sherry

Colleagues:

This notice is given that the Agenda for the upcoming UNI Faculty Senate meeting has been amended.

Pursuant to the faculty senate bylaws section 5.3 which state:

5.3 The consultative function. The Senate acts for the faculty in making provision for informal consultation with the officers of administration, including the academic deans, but particularly with the President of the university and the Vice-President and Provost. While the Senate encourages these offices of administration to present resolutions to be placed on the calendar and docketed for consideration in the normal order of business, *the Senate recognizes that some problems are too diffuse, tentative, or delicate to lend themselves to such treatment and therefore makes provision in its procedures for timely consultation and advice.*

I am amending the agenda for the February 27th regular meeting of the Senate to provide for a consultative session with the Provost. This session will be placed at the head of the docket for that day, pending a vote of approval from the Senators present. Additionally, this consultative session will be held in executive session, pending a vote of approval by the Senators in attendance.

Please note also the change of venue from our normal meeting space to CBB 319.

Jeffrey Funderburk
Chair, UNI Faculty Senate 2011-12

—Attachments:—

FS Agenda 022712, amended.doc	27 bytes
FS Agenda 022712, amended.pdf	27 bytes

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universities and special schools**

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David W. Miles, *Dallas Center*
Katie S. Mulholland, *Marion*

Robert Donley, *Executive Director*

**BOARD OF REGENTS, STATE OF IOWA: MEETING NOTICE
FEBRUARY 27, 2012**

February 23, 2012

Contact: Robert Donley, Executive Director, 515-281-3934

The Board of Regents, State of Iowa, will meet telephonically on Monday, February 27, 2012, at 1:00 p.m. The telephonic meeting will originate from the Board of Regents Office, 11260 Aurora Avenue, Urbandale, Iowa. The purpose of the meeting will be to consider the recommendations of UNI President Allen relative to the Malcolm Price Laboratory School.

Live audio streaming of the Board of Regents meeting will be available at the Board of Regents web site, www.regents.iowa.gov.

Materials for the Board of Regents meeting will be posted to the Board's website prior to the meeting.

The Board of Regents is a group of nine citizen volunteers who govern the state's three public universities and two special K-12 schools – the Iowa School for the Deaf and the Iowa Braille and Sight Saving School – through policymaking, coordination, and oversight.

###

h/Communication/BORmeetingnotices/022712MeetingNotice.doc

1 of 1

Subject: Concerned UNI Graduate Student

From: [REDACTED]

Date: 2/23/2012 8:39 PM

To: Dwight Watson <dwight.watson@uni.edu>, Benjamin Allen <ben.allen@uni.edu>, calangfarm@gmail.com, regentrastetter@gmail.com, regentcarroll@gmail.com, bobd@meardonlaw.com, ruth.harkin@cox.net, gretaajohnson@gmail.com, miles.david.w@gmail.com, KsMulholland5@linnmar.k12.ia.us, Gloria Gibson <gloria.gibson@uni.edu>

To Whom it Concerns:

1 of 1

My name is [REDACTED] and I am a current graduate student enrolled in the Graduate Program in Counseling at the University of Northern Iowa. I am also the Iowa School Counseling Association's Student Representative. I am writing you all because I am very concerned about President Allen's recommendation to close Malcolm Price Lab School.

1 of 1

The reason I am concerned is because I have come far in my graduate career at UNI and I am proud to be a part of such a prestigious graduate program. I was selected above students from Drake, Iowa, and Buena Vista to serve as the ISCA Student Representative, because of my background at UNI. I truly believe the faculty at Price Lab coupled with hard work and dedication is the reason why I was selected for such a competitive position. I started working under Sheri Hoffman in 2008 as a work-study student where I helped in her Pre-Kindergarten/Kindergarten classroom for three years. I credit Ms. Hoffman for taking me under her wing as a work-study student, teaching me many things about what it takes to be a master educator, and introducing me to other professionals within the school. Clare Struck also took time out of her busy schedule to mentor me for a semester in the spring of 2012 where she let me join her for a full day every Wednesday. Clare helped me gain ample knowledge of what it takes to be a school counselor and helped me get into my graduate program. I do not believe the public schools would have been able to provide as much mentoring as I received. This semester I have been able to work under the supervision of Carrie Dieken as a School Counseling Practicum student, and she has also gone above and beyond the expectations I have for a supervisor. **Without these faculty members at MPLS, I am confident I would not be half as prepared to enter the field of education as I have become.** My resume would lack so many vital components to entering my career if it was not for my mentors and supervisors at Price Lab.

1 of 1

1 of 1

During my practicum experience today at MPLS, I talked to many students about their feelings in regards to President Allen's recommendation and they shared so many positive things about their experience at Price Lab. The students shared that they are the kids who teach our future educators how to educate students, they shared how much they valued the community feeling within the school, the unique friendships they are able to make with their classmates, and most admirably the strong desire they have to keep the school open by holding fundraisers. I would also like to note how sad and unheard these students are feeling.

1 of 1

1 of 1

Subject: TEF Special Meeting

From: Becky Hawbaker <becky.hawbaker@uni.edu>

Date: 2/23/2012 10:05 PM

To: TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

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Becky Wilson Hawbaker
Director of the Professional Development School (PDS)

Subject: Fwd: TEF Special Meeting
From: Pat Woelber <pat.woelber@uni.edu>
Date: 2/24/2012 8:12 AM
To: Gloria Gibson <gloria.gibson@uni.edu>

Gloria: Wasn't sure if you got these or not. Pat

----- Original Message -----

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To: TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list
<plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

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Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Subject: Fwd: communication

From: James O'Connor <james.oconnor@uni.edu>

Date: 2/24/2012 1:55 PM

To: Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>

CC: JAMES O'Connor <james.oconnor@uni.edu>, STACEY MAR CHRISTENSEN <Stacey.Christensen@uni.edu>, JENNIFER S YARROW <Jennifer.Yarrow@uni.edu>, Eileen Wixted <ewixted@wpntworld.com>, Tamera Hanson <thanson@wpntworld.com>

Ben and Gloria,

See the message below from Joel.

Jim

Begin forwarded message:

From: Joel Haack <joel.haack@uni.edu>

Date: February 24, 2012 1:43:43 PM CST

To: "James O'Connor" <james.oconnor@uni.edu>

Subject: communication

Jim,

You will likely hear soon from Cherin Lee, one of the two Directors of Teacher Education we now have on our campus. She and Melissa Heston (the other DTE) have been left out of any communication plan on the PLS closure (as have the non-CoE deans -- I read about scheduled meetings at PLS last Tuesday in the DM Register). We ought to include the DTEs in plans regarding teacher education in the future.

Another point -- there are many education majors (future teachers) not housed in the College of Education. All of them should be included in the meetings in the GBPAC next week (is it on Tuesday? -- it was forwarded to the Teacher Education Faculty list by a prof who'd received it from one of her students). The secondary math teaching majors, for example, may have received the invitation, but I just don't know.

We (deans) could likely be of some assistance with the various communications on campus if we were in on any of the communication plan.

Thanks for considering this!

And good luck with all of this! I don't envy you your position in this, either.

Joel

--

Dean, College of Humanities, Arts and Sciences
University of Northern Iowa

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

FW: Fwd: Information - please read

Subject: FW: Fwd: Information - please read

From: "Donley, Robert [BOARD]" <bdonley@iastate.edu>

Date: 2/24/2012 2:10 PM

To: Ben Allen <ben.allen@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>

CC: "Evans, Thomas A [BOARD]" <taevans@iastate.edu>, "Gonzalez, Diana [BOARD]" <gonzalez@iastate.edu>, "Sayre, Patrice [BOARD]" <psayre@mail.iastate.edu>

Ben:

Please review and lets discuss.

Regards, Bob

From: Koppin, Sheila Doyle [BOARD] [mailto:sdoyle@iastate.edu]

Sent: Friday, February 24, 2012 12:43 PM

To: 'bobd@meardonlaw.com'; 'craiglangbor@ifbf.org'; Johnson, Greta A; 'jackevans@hallperrine.org'; 'ksmulholland5@linnmar.k12.ia.us'; 'miles.david.w@gmail.com'; 'regentcarroll@gmail.com'; 'regenttrastetter@gmail.com'; 'ruth.harkin@cox.net'

CC: 'bdonley@iastate.edu'; Tuttle, Ilene [BOARD]

Subject: Fw: Fwd: Information - please read

Regents,

Please see note below from Regent Mulholland.

Sheila

From: Donley, Robert [BOARD] [mailto:bdonley@iastate.edu]

Sent: Friday, February 24, 2012 11:58 AM

To: 'sdoyle@iastate.edu' <sdoyle@iastate.edu>

Subject: Fw: Fwd: Information - please read

Please send to Regents

From: Katie Mulholland [mailto:kamulholland@linnmar.k12.ia.us]

Sent: Friday, February 24, 2012 10:54 AM

To: Bob Donley <bdonley@iastate.edu>

Subject: Fwd: Information - please read

Bob-

I was asked to forward this to all the Regents, myself included.

Please send to your staff members as appropriate and to President Allen as soon as possible.

Thanks,

Katie

----- Forwarded message -----

From: <jody.stone@uni.edu>

Date: Fri, Feb 24, 2012 at 7:19 AM

Subject: Information - please read

To: Katie Mulholland <kamulholland@linnmar.k12.ia.us>

Dr Mulholland,

The fact that the Board of Regents moved their meeting to next Monday sends us the signal that they really do not want to look at any data. I do not really believe this and trust that you will read this information carefully and share it with other Board of Regents members. I have attached a copy of this email in the hopes that you will send the information on. In addition, I have attached a copy of a research paper/white paper on Professional Development Schools, Teacher Education and MPLS and a copy of a letter to President Allen for UNI's Professional Development School coordinator. Both provide a good perspective on the anticipated pitfalls of having all field experiences in our public schools. Please share this as you see fit. The thought of finding placements for K-12 field experiences at PLS is beyond my understanding. I wanted to share the main points President Allen presented to our faculty at Wednesday's 4:15 faculty meeting. Here are the main points President Allen presented followed by the ACTUAL DATA and notes on the unintended consequences of the proposed action. I broke the points into the main categories of Teacher Education, Money, and Unintended consequences. Please read the information below with an open mind. Again, please feel free to call me any time at 319-230-3280. Thanks much. Jody

UNI TEACHER EDUCATION

- President Allen does not have a specific plan for the public schools to absorb all teacher education field experiences currently held at MPLS. .
 - There is no plan for placing UNI students into specific schools, which teachers would take the UNI students, how supervising teachers would be trained, how these teachers would be compensated for the extra work, who would supervise the field experience students, how students would be transported to and from campus, who would be responsible for mentoring teacher education students on the Teacher Work Sample or how much supervision would cost.
 - While President Allen indicated he had met with Cedar Falls and Waterloo Superintendents and has secured their "cooperation," he said no contact with actual classroom teachers at these schools has occurred.
 - No consultation had taken place with the Teacher Education Council, the governing arm of UNI Teacher Education, regarding this significant change in an important component of the Teacher Education Program.
- When asked for details of "the plan," this was President Allen's response: There is "a possibility of placing field experience students around the state in a more distributed model."
 - While such a plan is intriguing and may have benefits to both UNI and distant school districts, such a change would require a major restructuring of curriculum at UNI, especially for middle school and secondary majors. This places decisions into the curriculum realm; a faculty issue requiring a process which proceeds in a two year cycle. (For example, teacher education students take classes populated by a variety of majors. Most courses cannot be restructured to accommodate students leaving campus to take part in field experiences at distant sites.)
 - The Director of Secondary Teacher Education here at UNI (Dr. Cherin Lee) commented on Feb. 21, 2012 that there has been extreme difficulty for the past 3-4 years finding field experience placements for secondary majors for Level III (methods courses). Specifically, this year Cedar Falls Community Schools has refused all placements in modern languages and science teaching.
 - Since no plan exists for moving field experiences from MPLS, such a plan would need to be established immediately and must be instigated by UNI's co-directors of Teacher

Education (Cherin Lee and Melissa Heston). Both of these individuals are stepping down from their positions in May, 2012, leaving UNI in a teacher education leadership crisis situation (even in the absence of the possible MPLS closure). There is no clear indication of who will oversee the planning process, when the planning will begin, and how collaborative agreements can be drawn up between schools and individual teachers within those schools to accommodate such a large number of field experience students?

o On AVERAGE, 1377 UNI students have field experience hours at MPLS EACH YEAR. This amounts to over 20,000 hours/year of teacher training for UNI students by MPLS faculty. UNI graduates approximately 600 teachers each year. Over 97% of these graduates have spent 50+ hours working with master teachers in MPLS classrooms. There are approximately 47 different UNI courses sending their field experience students to MPLS.

o A Teacher Education Governance structure exists at UNI, yet the decision to recommend closure of MPLS was made without consultation from any of these bodies. On the recent State Accreditation report for UNI's teacher education program, the clinical experiences were listed as a strength of UNI teacher education. This proposed change puts that strength at a high risk.

o The UNI Teacher Education Council has called an emergency meeting for 3:30 Friday, Feb. 24. The following is the statement they have issued regarding the PLS decision made by President Allen. This group governs ALL of teacher education at UNI and is NOT run by PLS teachers.

"The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk. Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for tomorrow, Friday, February 24th, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation. Further, the petitioners call for special meetings of the UNI Elementary and Secondary Senates on Teacher Education to do the same"

UNINTENDED OUTCOMES (from Becky Hawbaker, UNI Teacher Education Council Member and UNI field experience placement person)

- Teacher education at UNI will be forced to significantly decrease its numbers of majors
- Level I, II and III students may be observing each other.
- The level of quality associated with Level II and Level III field experiences will suffer.
- Less teacher education majors will choose UNI.

MONEY

The provost and president indicated that money was the problem and they did not mention renovation costs as the concern in speaking with the faculty.

• The president said that if we outsourced our field experiences, we would no longer have to pay to educate the MPLS K-12 students.

o The FACTS are that we now receive the per pupil dollars for all of our K-12 students to the tune of \$2.3 million this year. This funding stream would be lost without our K-12 students and would be no savings to UNI.

- The president stated that it costs UNI \$15,000 per K-12 student to education them at MPLS.
- The FACTS are that since we receive per pupil dollars, educating our K-12 students is no longer part of UNI's "cost".
- The President has stated repeatedly that the 3.2 million currently budgeted to MPLS from UNI will be "reallocated to other areas of the teacher education program." The point is obviously not to save money.
- At President Allen's meeting with faculty, we offered to decrease UNI's contribution to our budget and work on significantly less funds (about 23% less) next year. He was not interested in discussing this any further.

Conclusion: In light of the fact that there is no plan in place to assimilate UNI field experiences into public schools, we are asking the Board of Regents to make a reasoned decision BASED ON DATA and propose to leave PLS open until a suitable plan can be established and implemented that will enhance UNI teacher education, not destroy it. We are in a position to give approximately \$700,000 back to UNI from next year's budget.

Katie Mulholland, Ed.D.
Superintendent
Linn-Mar Community School District
Learning Resource Center
2990 North 10th Street
Marion, IA 52302
Desk: 319/447-3001
Cell: 319/533-5491
kamulholland@linnmar.k12.ia.us

— Attachments: —

Dr Mulholland.doc	27 bytes
The Role of PLS in Teacher Education.2012.doc	27 bytes
UNI PDS Coordinator Letter.doc	27 bytes

Subject: Re: Comments on communication

From: "James O'Connor" <james.oconnor@uni.edu>

Date: 2/24/2012 2:56 PM

To: Cherin Lee <cherin.lee@uni.edu>

CC: James O'Connor <James.Oconnor@uni.edu>, Melissa Heston <melissa.heston@uni.edu>, Mike Licari <michael.licari@uni.edu>, Joel Haack <Joel.Haack@uni.edu>

Cherin,

Thanks for your message. I want you to know I hear you loud and clear and I'm very aware that Teacher Education is campus-wide. I'll share your concerns.

Jim

On Feb 24, 2012, at 2:48 PM, Cherin Lee wrote:

Jim,

What you need is NOT one more email, but I feel compelled to write.

I know there must have been and still be some communication plan for all of this news about PLS and other institutional reductions. However, the part of the plan communicating about closing PLS needs some rethinking. Teacher Education at UNI is not just in the College of Education - not student-wise nor faculty-wise. There are probably 1100 secondary teaching majors outside of the College of Education. These 1100 secondary ed. majors ALL go through PLS for their Level II field experiences. There are methods faculty in departments in all 3 colleges besides the faculty in the COE. ALL of us need to be apprised of what is going on.

There is a Teacher Education governance system (newly put in place last summer to meet state accreditation requirements) that has an Executive Council consisting of Assoc. Provost Licari, all 4 college Deans, the Coordinator of Elementary Education (Melissa Heston), the Coordinator of Secondary Education (me), the Chair of the Teacher Education Faculty, and 2 teacher education Senate representatives. This group has received absolutely NO consultation prior to the decision and no information about meetings called at PLS, meetings for students, or anything.

It's very embarrassing to have to find out from PLS faculty, UNI education students, and the media what is going on in teacher preparation when in fact Dr. Heston and I are the coordinators of the teacher education program.

I'm not sure if the lack of working with either Melissa or me or with the Executive Council is an oversight because of unfamiliarity with how teacher preparation works at UNI or if

it is intended. Either way, I'd like to see this remedied. The feelings I have are extremely low right now, and feeling devalued and invisible doesn't help.

Teacher preparation at UNI is a "campus wide endeavor".

Thanks for listening.

Cherin Lee
Coordinator, Secondary Teacher Education

James O'Connor, APR
Executive Director
Office of University Relations
University of Northern Iowa
125 East Bartlett
Cedar Falls, IA 50614-0392
Office: (319) 273-2761
Fax: (319) 273-2888
james.oconnor@uni.edu
www.uni.edu

Subject: Closing of Price Laboratory School

From: [REDACTED]

Date: 2/24/2012 3:29 PM

To: Benjamin Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, Dwight Watson <dwright.watson@uni.edu>

I would like to address my concern for a budget cut that has recently been brought to the attention of many students at the University of Northern Iowa. It has resulted in the recommendation of closing of Malcolm Price Laboratory School in Cedar Falls Iowa, a recommendation that will soon be put into action. The closing of the Lab School will affect not only all of the families of the students who attend that school, but also all of the students who plan to be future educators at the University of Northern Iowa.

The benefits of having a Lab School where university students are able to get hands on experience in the classroom are countless. Not only are students able to have a more in depth experience at Price Lab, but they also have the opportunity to apply the approaches and techniques that they have learned at the University with the support of the Price Lab faculty.

The faculties who will be displaced upon the closure of the Lab School are an integral part of the learning experience for educators at UNI. The teachers at Price Lab put forth their every effort to provide the best education possible not only for their students, but also for the hundreds of UNI students who complete their field experience training at the school every year. Their drive for excellence within the classrooms is both motivating and inspiring not only to see, but to have the opportunity to experience firsthand.

As a future educator of the students of Iowa, I know that my attitude and inspiration toward teaching has been greatly influenced by my experience at Price Lab School. I am concerned that future students at the University of Northern Iowa will be deprived of this experience without the existence of Price Lab School. I believe that this will have a negative impact on many of the future educators of Iowa. For the benefit of the students and faculty of the Lab School, the students at the University of Northern Iowa, the Cedar Falls community, and the state of Iowa as a whole, Price Lab School needs to be preserved. Thank you for your time and for taking my concerns into consideration.

Subject: The Future of the Price Lab School

From: [REDACTED]

Date: 2/24/2012 4:57 PM

To: gloria.gibson@uni.edu

I would like to address my concern for a budget cut that has recently been brought to the attention of many students at the University of Northern Iowa. It has resulted in the recommendation of closing of Malcolm Price Laboratory School in Cedar Falls Iowa, a recommendation that will soon be put into action. The closing of the Lab School will affect not only all of the families of the students who attend that school, but also all of the students who plan to be future educators at the University of Northern Iowa.

The benefits of having a Lab School where university students are able to get hands on experience in the classroom are countless. Not only are students able to have a more in depth experience at Price Lab, but they also have the opportunity to apply the approaches and techniques that they have learned at the University with the support of the Price Lab faculty.

The faculty who will be displaced upon the closure of the Lab School are an integral part of the learning experience for educators at UNI. The teachers at Price Lab put forth their every effort to provide the best education possible not only for their students, but also for the hundreds of UNI students who complete their field experience training at the school every year. Their drive for excellence within the classrooms is both motivating and inspiring not only to see, but to have the opportunity to experience firsthand.

As a future educator of the students of Iowa, I know that my attitude and inspiration toward teaching has been greatly influenced by my experience at Price Lab School. I am concerned that future students at the University of Northern Iowa will be deprived of this experience without the existence of Price Lab School. I believe that this will have a negative impact on many of the future educators of Iowa. For the benefit of the students and faculty of the Lab School, the students at the University of Northern Iowa, the Cedar Falls community, and the state of Iowa as a whole, Price Lab School needs to be preserved.

UNI has long been known as a college with a strong teacher program. Part of what makes UNI's teacher program so unique and effective is the Price Lab School. Without this added and unique experience, UNI will no longer be as special. It will become a school just like any other. The Price Lab School is what sets us apart from all the other colleges. What will distinguish it now, and draw in students? The Price Lab School is a feature that needs to remain part of UNI. Thank you for your time and for taking my concerns into consideration.

Sincerely, [REDACTED] UNI Senior

Subject: Fwd: Fwd: FW: Inquiry #206 912) FW: Keep the Lab School Open

From: Patricia Geadelmann <patricia.geadelmann@uni.edu>

Date: 2/24/2012 2:21 PM

To: Dwight.Watson@uni.edu

CC: james o'connor <james.oconnor@uni.edu>, Stacey.Christensen@uni.edu, Ben Allen <ben.allen@uni.edu>, Gloria Gibson <gloria.gibson@uni.edu>, jeneane.beck@uni.edu, Jane Larson <jane.larson@uni.edu>

Dwight,

Please note below. The Board Office would like to have a uniform response for these ongoing communiques. I believe we need to have some public statements as well that provide reassurance/confidence about the quality of our program going forward, give articles in the press and comments on social media. Should we also have an op ed?
Pat

----- Original Message -----

Subject: Fwd: FW: Inquiry #206 912) FW: Keep the Lab School Open

Date: Fri, 24 Feb 2012 14:09:20 -0600

From: Jane Larson <jane.larson@uni.edu>

To: patricia.geadelmann <patricia.geadelmann@uni.edu>

[if gte mso 9]><xml> <o:shapedefaults v:ext="edit" spidmax="1026" /> </xml><![endif][if gte mso 9]><xml> <o:shapelayout v:ext="edit"> <o:idmap v:ext="edit" data="1" /> </o:shapelayout></xml><![endif] Pat, Marcia and Bob are now asking about these. I checked and we now have about 34 messages. Let me know how to respond.

----- Original Message -----

Subject: FW: Inquiry #206 912) FW: Keep the Lab School Open

Date: Fri, 24 Feb 2012 18:18:51 +0000

From: Brunson, Marcia R [BOARD] <mbruns@iastate.edu>

To: Jane Larson <jane.larson@uni.edu>

Jane, see note below from Bob. Any suggestions on a uniform response?

Marcia R. Brunson
Policy and Operations Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322
(515)281-6418 (phone)
(515)281-6420 (fax)
mbruns@iastate.edu
<http://www.regents.iowa.gov>

From: Donley, Robert [BOARD]
Sent: Friday, February 24, 2012 10:09 AM
To: Brunson, Marcia R [BOARD]
Subject: Inquiry #206 912) FW: Keep the Lab School Open

We should develop a uniform response.
Thanks, Bob

From: Laura Christensen [<mailto:lchristensen@cfu.net>]
Sent: Thursday, February 23, 2012 10:09 PM
To: bdonley@iastate.edu
Subject: Keep the Lab School Open

Dear Mr. Donely~

I write in regards to the recent announcements made by UNI President Ben Allen. His proposal to request closing Iowa's Research and Development School is simply unconscionable. Closing the school hurts all Iowans.

While he claims a "changed landscape" in higher education, this is his singular vision and interpretation of that. I understand state funding for higher education is in decline. However, other funding options are available, have been offered, and have been refused by the current UNI administration.

I am concerned about how this will affect not only UNI's reputation as the state's premiere teaching college, but also how this will damage the state of Iowa's commitment to high-quality teacher education. Without the Research and Development School, UNI's mentorship of student teachers is no different from any other university's. Students come to UNI from across the state because they understand the value of having trained professionals mentor them in the classrooms during their field experiences. Closing the Research and Development school damages this crucial aspect of teacher education and forces additional costs onto future teachers in terms of time and transportation to increasingly distant and competitive placement sites.

As the change in name from Price Lab/ NU High to Iowa's Research and Development School indicates, there is also a huge contribution made to the state of Iowa. Practices and techniques developed at the school do, indeed, feed out across the state to other schools, districts, and AEAs, shaping our future generations. In its stead, no plan for teacher education in Iowa has been forwarded. President Allen also previously asked you to take a risk in voting for this change, but now he seeks to withdraw his support for that risk. I know you can help make the case to other legislators and area leaders about the value of Iowa's Research and Development School. It is an added benefit to the Cedar Valley and to the state, not a competitor as some may attempt to characterize it. Please rally your colleagues as this situation proceeds through the Board of Regents and toward the legislature.

Sincerely,

Laura Christensen
1217 Minnehaha LN
Cedar Falls, IA 50613
NUHS Class of '84

Subject: Affected students

From: Terry Hogan <terry.hogan@uni.edu>

Date: 2/24/2012 5:48 PM

To: Michael Licari <michael.licari@uni.edu>

CC: Gloria.gibson@uni.edu, Ben Allen <Ben.allen@uni.edu>, "Jim O'Connor" <James.Oconnor@uni.edu>

Hi Mike,

Tried to reach you today, but was unable. There are two matters of concern that I wanted to talk to you about relative to planned program closings.

1. I understand from the Provost that you are working to identify current students who will be affected. I'm gathering then that you're working on a plan of some sort to communicate with and support them. Anything I can do (or any Student Affairs departments can do) to help with this effort, we will do. Please let us know if/how we can help.

2. At a minimum, I would like to be able to communicate to staff in Student Affairs about where affected students should be referred -- their academic department office? academic advisor? I expect that everyone from resident assistants to Registrar's staff to the Dean of Students office will interact with students who have concerns. We need to know what you want us to tell them.

Thanks, Mike.

Terry

--

Terrence J. Hogan, Ph.D.

Vice President for Student Affairs

University of Northern Iowa

118 Gilchrist Hall

Cedar Falls, Iowa 50614-0010

Tel: 319.273.2331

Fax: 319.273.5823

terry.hogan@uni.edu

www.uni.edu/studentaffairs

Subject: UNI Student concerned on the closure of Malcolm Price Laboratory School

From: [REDACTED]

Date: 2/24/2012 5:48 PM

To: Gloria Gibson <gloria.gibson@uni.edu>

Dear Ms. Gibson,

I'm studying to be a future teacher at the University of Northern Iowa, and I would like to address my concern for a recent budget cut that would include closing Malcolm Price Laboratory School in Cedar Falls, Iowa. This issue has not only caught the attention of the students of the University of Northern Iowa, but it's professors, and the teachers, families, and students of Malcolm Price Laboratory School. This budget cut will have effects on all of these people and more.

I am currently doing my level II field experience at Malcolm Price Laboratory School. This is where all of the University of Northern Iowa students that are part of the Teacher of Education program do their level II. This level requires students to observe every day for four weeks. One recommendation that has come to my knowledge is that UNI students will be relocated to surrounding schools; however, what happens to students who don't have transportation or what about students that can't afford to drive to these places because of the rise of gas prices? One could come up with the recommendation of keeping those students in school closer to campus, but then, is that fair to the other students?

Not only is transportation a problem, but what will happen to the families, students, and faculty of Malcolm Price Laboratory School? This budget cut is having a huge impact on the children of the school. Today, a boy came up to me and mentioned that he was going to march in the protest. Is it right to have a ten year old boy fighting for his rights? As a community and as a state, we should be standing up for this child, fighting for his education and his future.

There have been many recent budget cuts for education lately, and I think it's time to rethink the priorities of our society. I believe athletics are important for students to participate in, but are they so important that our university should be spending six to eight *million* each year on them and only cutting five-hundred thousand within a three year time span? What happened to the university representing education and standing up for it's students? What is our society going to be like in fifty years if we continue to put athletics before education?

These are serious questions that need to be addressed because the closure of Malcolm Price

Subject: Special Joint Meeting of the Elementary and Secondary Teacher Education Senates,
Tuesday, Feb. 28, 3:30, Lantz Aud, MSH
From: Melissa Heston <melissa.heston@uni.edu>
Date: 2/24/2012 5:57 PM
To: TEF-all@uni.edu

Hi all,

- On Tuesday, Feb. 28, there will be a special meeting of the Elementary and Secondary Teacher Education Senates at 3:30 in the Lantz Auditorium in McCollum Science Hall. This purpose of this meeting is to consider formal responses to President Allen's recommendation regarding the closing of Price Laboratory School, and any decision that arises from the Board of Regents' Telephonic Meeting on Monday, Feb. 27. The meeting will be open. Anyone wishing to bring forth a motion for the Senates to consider must prepare the motion in writing in advance, and bring a minimum of 60 copies of the motion for distribution to the Senates.

If you wish, you may send an electronic copy of your motion to Dr. Cherin Lee or to Dr. Melissa Heston for early distribution to members of the two Senates. Please be sure that any motion is clearly written and describes specifically the decisions and/or actions you wish the Senates to consider.

Members of the audience will be allowed to speak, and depending upon attendance, strict time limits may be enforced. In addition, no member of the audience will be allowed to speak a second time until all members of the audience have had a chance to speak.

The bylaws for the Senates can be found at this website: <http://www.uni.edu/teachered/administration-and-governance>.

Melissa and Cherin

Melissa L. Heston <Melissa.Heston@uni.edu>
Coordinator, Elementary Teacher Education
University of Northern Iowa

Subject: Board of Regents Meeting, Monday, February 27

From: "Koppin, Sheila Doyle [BOARD]" <sdoyle@iastate.edu>

Date: 2/24/2012 6:26 PM

To: " (dboddicker@iowa-braille.k12.ia.us)" <dboddicker@iowa-braille.k12.ia.us>, " ('karenm@iastate.edu')" <'karenm@iastate.edu'>, " (lucille-heitman@uiowa.edu)" <lucille-heitman@uiowa.edu>, "Anderson, John R [PRES]" <jrander@mail.iastate.edu>, "Ben Allen (Ben.allen@uni.edu)" <Ben.allen@uni.edu>, "Braun, Mark" <mark-braun@uiowa.edu>, "Brenda Buzynski (brenda.buzynski@uni.edu)" <brenda.buzynski@uni.edu>, "Brown, Marilyn" <marilyn-brown@uiowa.edu>, "Butler, Barry" <patrick-butler@uiowa.edu>, "Butler, Karen" <karen-butler@uiowa.edu>, "dutsinger@iowa-braille.k12.ia.us" <dutsinger@iowa-braille.k12.ia.us>, Evalyn Van Allen-Shalash <van-allen-shalash@uiowa.edu>, Gloria Gibson <gloria.gibson@uni.edu>, "Goff, Ann Frances V" <ann-goff@uiowa.edu>, "Hager, Michael" <michael.hager@uni.edu>, "Hanish, Jan" <jan.hanish@uni.edu>, "Heuer, Jim (jheuer@iowaschoolforthe deaf.org)" <jheuer@iowaschoolforthe deaf.org>, "Hoffman, Betsy" <bhoffman@iastate.edu>, "Janis Jehle" <janis.jehle@uni.edu>, "Jeanne Prickett (jprickett@iowaschoolforthe deaf.org)" <jprickett@iowaschoolforthe deaf.org>, "Jim O'Connor (james.oconnor@uni.edu)" <james.oconnor@uni.edu>, Kathy Curren <kathryn-curren@uiowa.edu>, "kathy-mcdonald@uiowa.edu" <kathy-mcdonald@uiowa.edu>, "Kendig, Tysen" <tysen-kendig@uiowa.edu>, "Krapfl, Anne D [U REL]" <adkrapfl@mail.iastate.edu>, "Larson, Jane" <jane.larson@uni.edu>, "Leath, Steven" <sleath@iastate.edu>, "Madden, Warren R [VPBUS]" <wmadden@mail.iastate.edu>, Marcia Nichols <mnlob@aol.com>, "Mason, Sally" <sally-mason@uiowa.edu>, "McCarroll, John F [U REL]" <jmccarroll@mail.iastate.edu>, "McCarthy, Ann M [GOV R]" <amccart@mail.iastate.edu>, "McLeran, Laura E" <laura-mcleran@uiowa.edu>, "Michel, Tammy J [PRES]" <tjmiche@mail.iastate.edu>, Pat Geadelmann <patricia.geadelmann@uni.edu>, "Pat Nissley (patricia-nissley@uiowa.edu)" <patricia-nissley@uiowa.edu>, "pclancy@iowa-braille.k12.ia.us" <pclancy@iowa-braille.k12.ia.us>, "Pressler, Dawn" <dawn-pressler@uiowa.edu>, "Saunders, Keith [BOARD]" <ksaunde@iastate.edu>, "Shirley Knipfel (sknipfel@iastate.edu)" <sknipfel@iastate.edu>, Steve Parrott <steven-parrott@uiowa.edu>, "Stewart, Todd T [BOARD]" <toddstew@iastate.edu>, "ted-yanecek@uiowa.edu" <ted-yanecek@uiowa.edu>, Tom Moore <thomas-moore@uiowa.edu>, "True, Doug" <douglas-true@uiowa.edu>, "Zuehlke-Woodard, Melinda L" <melinda-zuehlke@uiowa.edu>

The materials for the February 27 meeting of the Board of Regents, State of Iowa, will be distributed the morning of February 27 and posted on the Board of Regents web site, www.regents.iowa.gov.

The meeting materials will also be available for review at the below locations on Monday morning. The public can monitor the telephonic meeting at the same locations beginning at 1:00 p.m.

- Board of Regents Office, 11260 Aurora Avenue, Urbandale, Iowa
- University of Iowa, 111 Jessup Hall, Iowa City, Iowa
- Iowa State University, 1750 Beardshear Hall, Ames, Iowa
- University of Northern Iowa, 122M Lang Hall, Cedar Falls
- Iowa School for the Deaf, Administrative Assistant's Office, Room 1232, Council Bluffs
- Iowa Braille and Sight Saving School, Old Main, Room 102, Vinton

Sheila Doyle Koppin
Regent Communication Officer
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322
(515) 281-3332
www.regents.iowa.gov
Twitter @IowaRegents

Attachments:

022712meetingnotice.doc

27 bytes

**Governing Iowa's public
universities and special schools**

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Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School
Lakeside Lab Regents Resource Center
Quad-Cities Graduate Center
Southwest Iowa Regents Resource Center
Tri-State Graduate Center



**BOARD OF
REGENTS**
STATE OF IOWA

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Robert Donley, *Executive Director*

**BOARD OF REGENTS, STATE OF IOWA: MEETING NOTICE
FEBRUARY 27, 2012**

February 23, 2012

Contact: Robert Donley, Executive Director, 515-281-3934

The Board of Regents, State of Iowa, will meet telephonically on Monday, February 27, 2012, at 1:00 p.m. The telephonic meeting will originate from the Board of Regents Office, 11260 Aurora Avenue, Urbandale, Iowa. The purpose of the meeting will be to consider the recommendations of UNI President Allen relative to the Malcolm Price Laboratory School.

Live audio streaming of the Board of Regents meeting will be available at the Board of Regents web site, www.regents.iowa.gov.

Materials for the Board of Regents meeting will be posted to the Board's website prior to the meeting.

The Board of Regents is a group of nine citizen volunteers who govern the state's three public universities and two special K-12 schools – the Iowa School for the Deaf and the Iowa Braille and Sight Saving School – through policymaking, coordination, and oversight.

###

h/Communication/BORmeetingnotices/022712MeetingNotice.doc

Subject: DRAFT News Release Major Closures

From: Eileen Wixted <ewixted@wixtedinc.com>

Date: 2/24/2012 7:20 PM

To: "James O'Connor <james.oconnor64@gmail.com> (james.oconnor64@gmail.com)" <james.oconnor64@gmail.com>, "gloria.gibson@uni.edu" <gloria.gibson@uni.edu>

CC: Tamera Hanson <thanson@wixtedinc.com>

Hello Jim and Gloria –

Attached is the draft of the news release regarding the program closures. I am sending this to both of you at the same time because we understand that Gloria would like to see this draft tonight. My apology for not following our line of protocol in having Jim review this first.

Also, I understand the timing for the meetings is scheduled for Monday afternoon with United Faculty, Faculty Senate, and the affected faculty and staff. My recommendation will be to hold any public announcement or media interviews until Tuesday. I strongly believe we must allow these faculty and staff members to hear the information and share it with their family members first. In the end I would rather defend waiting to send a news release rather than having people find out about their future employment from the media.

I will be working tomorrow in the office and will have all written materials to Jim by 1:00 p.m. to share with the Cabinet. Please, share your edits and comments with me before 12:30 p.m. tomorrow so I can integrate them into the materials I send at 1:00 p.m. I do not want to waste anyone's time during our conference call on revisions that you both would like me to make first – therefore, please share with me your suggestions.

Lastly, I will have the internal and external plan of action and companion communication pieces. We must be prepared to implement and communicate fully beginning Monday. Stacey has shared with me the Excel spreadsheet that you have been working on so we can pull those into the audience list.

We have a call-in scheduled for 3:00 p.m. on Saturday. As always I am available to you by cell at 515.240.6115.

Kindest regards, EW

Eileen Wixted | Strategy and Communication Coaching

WIXTED POPE NORA THOMPSON & ASSOCIATES

4401 Westown Parkway, Suite 116

West Des Moines, Iowa 50266

☎ 515.226.0818 ☎ 515.240.6115 ✉ ewixted@wpntworld.com

— Attachments: —

Major Closure News Release 02 24 12 DRAFT ONLY.docx

27 bytes

News Release – Program Closure Announcement

Cedar Falls, Iowa (February XX, 2012) – University of Northern Iowa President Ben Allen and Provost Gloria Gibson announced their recommendation for academic program closures and mergers. This recommendation is the final part of the university's strategic plan to reallocate and realign resources to support academic priorities and to ensure future growth.

"We remain committed to our vision to become one of the nation's premier public universities, our mission is to provide the best academic experience for our students," said Allen. "It is no longer appropriate to fund majors with few graduates. We have a responsibility to parents, students and taxpayers to be good stewards of our financial resources."

Today's recommendation is for the closure of X undergraduate majors, X graduate degree programs, and X doctoral programs. The majors slated for closure represent X percent of the majors offered at the University of Northern Iowa. Most of those programs graduated fewer than three students last year. A full list of majors is attached. A total of X students are enrolled in the majors although X are on track to graduate in May.

"All of the students enrolled in those majors will be allowed to finish their programs," said Gibson. "Our curriculum and faculty in those areas are excellent, unfortunately demand has changed." Additional academic programs will be realigned or integrated to better meet the needs of students and the strategic plan.

A number of tenured faculty and staff members will be affected by the program closures. It is anticipated X faculty and X staff positions will be impacted. The University will follow the United Faculty Master Agreement and human resource guidelines in the transition. The total number of positions or budget impact will not be clear until full implementation plans are complete.

University of Northern Iowa made similar program changes in 2006 to reflect changes in student interest and market demand. The university's academic program review process began over three years ago with the formation of multiple study groups to review the X undergraduate and graduate academic program offerings. The University worked with the Board of Regents, United Faculty, and UNI Faculty Senate in this review.

Since 2009, UNI has addressed funding reductions with the creation of cost containment and revenue enhancement task forces. The Administration has eliminated approximately X non-tenured faculty and X staff positions resulting from resignations and retirements, reduced staffing levels, reduced fringe benefit program costs, sought collaboration with sister regent institutions, outsourced services and reduced the support of auxiliary enterprises

Today's announcement is a follow-up to President Allen's recommendations last week. Pending approval by the Board of Regents, State of Iowa, UNI administrators are recommending the closure of Malcolm Price Laboratory School, the reduction of general fund support for Intercollegiate Athletics, the closure of UNI Museum and the outsourcing of UNI Print Services.

This year's state budget reduced the level of state funding for fiscal 2012 by \$4.3 million below fiscal 2011. Over the past four years, UNI has cumulatively experienced more than \$23.6 million in state tax support reductions - more than a 24% decline. Since 2000, UNI's annual general fund appropriation has been cut seven times and is now below 1996-97 funding levels. UNI will begin fiscal 2013 with an obligation of \$4.1 million in negotiated salary and benefits increases.

#

Subject: Re: TEF Special Meeting

From: Katheryn East <katheryn.east@uni.edu>

Date: 2/24/2012 7:26 PM

To: Becky Hawbaker <becky.hawbaker@uni.edu>

CC: TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

As we did not get to finish our business today, this petition is being circulated to call a second emergency TEF meeting to complete our response to the purpose of the original petition:

"The recommendation to close Malcolm Price Lab School was made without consultation or discussion with any UNI Teacher Education governing bodies. Such action is disturbing for many reasons. First, it demonstrates a disregard for the Iowa Chapter 79 Unit Governance standard and the recent restructuring of teacher education governance when UNI did not meet this standard in the last accreditation cycle. More importantly, this recommendation will have a significant, direct, and potentially grave impact on the teacher education program. The draconian scope of the recommendation, the quick timeline for implementation, and the lack of any clear plan for replacing the vital contributions of Price Lab and its faculty put the teacher education program at serious risk."

I would also like to suggest a motion to be considered at that meeting:

We reconfirm our opposition to the decision to close MPLS and request the following from the Regents before any final decision is made:

- sharing of the data that was used to make the decision
- a review of the process used to make the decision and its implications for curriculum and governance
- disclosure of the plan that is in place to assure that teacher education students will receive adequate clinical experience at Level 2 in the coming year
- the opportunity to provide the Regents additional data

Because the Board of Regents has announced a special meeting to consider the MPLS closure recommendation on Monday, the petitioners ask the Chair of the Teacher Education Faculty to call a special emergency meeting for this weekend, in any available space in Schindler Education Center, to allow the teacher education stakeholders to weigh in on the recommendation.

We need 25 signatures to move this forward. I trust that collecting them this way is acceptable. If you are committed to having a voice, please return the signed petition to me. As soon as we have 25 signatures, I will alert Becky.

Katheryn

--
Katheryn East
Associate Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
319.273.6789
eastk@uni.edu

As you watch, so are you watched.
Terry Prachett, Unseen Academicals, pg. 301

Subject: Re: TEF Special Meeting

From: Michelle Tichy <michelle.tichy@uni.edu>

Date: 2/24/2012 7:35 PM

To: Katheryn East <katheryn.east@uni.edu>

CC: plsmiddle list <plsmid@uni.edu>, TEF-all@uni.edu, Becky Hawbaker <becky.hawbaker@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I support this meeting.

Thank you, Michelle

On Feb 24, 2012 7:26 PM, "Katheryn East" <katheryn.east@uni.edu> wrote:

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[319.273.6789](tel:319.273.6789)
eastk@uni.edu

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Terry Prachett, Unseen Academicals, pg. 301

Subject: Re: TEF Special Meeting

From: Becky Hawbaker <becky.hawbaker@uni.edu>

Date: 2/24/2012 7:40 PM

To: Katheryn East <katheryn.east@uni.edu>

CC: TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes and suggest that the meeting occur prior to Jeff Danielson's announced meeting at the Cedar Falls Community Center, 528 Main Street, this Sunday, February 26th at 4 p.m.

On 2/24/12 7:26 PM, Katheryn East wrote:

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Becky Wilson Hawbaker
Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Subject: Re: TEF Special Meeting

From: Lawrence Escalada <lawrence.escalada@uni.edu>

Date: 2/24/2012 7:52 PM

To: Katheryn East <katheryn.east@uni.edu>

CC: Becky Hawbaker <becky.hawbaker@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes!

Larry Escalada

On 2/24/12 7:40 PM, Becky Hawbaker wrote:

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Becky Wilson Hawbaker

Re: TEF Special Meeting

Director of the Professional Development School (PDS)
Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa
office (319) 273-7664
fax (319) 273-6457

Subject: Re: TEF Special Meeting

From: Suzanne Freedman <suzanne.freedman@uni.edu>

Date: 2/24/2012 8:16 PM

To: Becky Hawbaker <becky.hawbaker@uni.edu>

CC: Katheryn East <katheryn.east@uni.edu>, TEF-all@uni.edu, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes to having the meeting.

Suzy Freedman

Re: TEF

On Fri, Feb 24, 2012 at 7:40 PM, Becky Hawbaker <becky.hawbaker@uni.edu> wrote:

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Becky Wilson Hawbaker
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Coordinator of Field Experiences
Coordinator of Teacher Education Initiatives at Price Lab School
University of Northern Iowa

Re: TEF Special Meeting

office (319) 273-7664
fax (319) 273-6457

Re: TEF Special Meeting

Subject: Re: TEF Special Meeting
From: lockhart@uni.edu.gmail.com <amy.lockhart@uni.edu>
Date: 2/24/2012 8:15 PM
To: Katheryn East <katheryn.east@uni.edu>, Becky Hawbaker <becky.hawbaker@uni.edu>
CC: TEF-all@uni.edu, plselem@uni.edu <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, plshs@uni.edu <plshs@uni.edu>

I vote yes for this meeting.
Amy

32.117 Sent from my U.S. Cellular Android device

----- Reply message -----

From: "Katheryn East" <katheryn.east@uni.edu>
Date: Fri, Feb 24, 2012 7:26 pm
Subject: TEF Special Meeting
To: "Becky Hawbaker" <becky.hawbaker@uni.edu>
Cc: <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, "plsmiddle list" <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

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319.273.6789
eastk@uni.edu

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As you watch, so are you watched.  
Terry Pratchett, Unseen Academicals, pg. 301  
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Subject: Re: TEF Special Meeting

From: Linda Fitzgerald <linda.fitzgerald@uni.edu>

Date: 2/24/2012 8:56 PM

To: Katheryn East <katheryn.east@uni.edu>

CC: Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes too!

Linda Fitzgerald

On Friday, February 24, 2012, Suzanne Freedman <suzanne.freedman@uni.edu> wrote:

> I vote yes to having the meeting.

> Suzy Freedman

>

> On Fri, Feb 24, 2012 at 7:40 PM, Becky Hawbaker <becky.hawbaker@uni.edu> wrote:

>>

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>> Associate Professor
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>> As you watch, so are you watched.

>> Terry Prachett, Unseen Academicals, pg. 301
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>> Becky Wilson Hawbaker
>> Director of the Professional Development School (PDS)
>> Coordinator of Field Experiences
>> Coordinator of Teacher Education Initiatives at Price Lab School
>> University of Northern Iowa
>> office (319) 273-7664
>> fax (319) 273-6457

Subject: Re: TEF Special Meeting

From: Benjamin Forsyth <benjamin.forsyth@uni.edu>

Date: 2/24/2012 8:57 PM

To: Katheryn East <katheryn.east@uni.edu>

CC: Becky Hawbaker <becky.hawbaker@uni.edu>, "TEF-all@uni.edu" <TEF-all@uni.edu>, "plselem@uni.edu" <plselem@uni.edu>, plsmiddle list <plsmid@uni.edu>, "plshs@uni.edu" <plshs@uni.edu>

I vote yes.

Benjamin Forsyth, Ph.D.
Assistant Professor
Educational Psychology and Foundations
University of Northern Iowa
Cedar Falls, IA 50614-0607
(319) 273-7901

On Feb 24, 2012, at 7:26 PM, Katheryn East <katheryn.east@uni.edu> wrote:

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eastk@uni.edu

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Terry Prachett, Unseen Academicals, pg. 301

Subject: UNI students in support of keeping MPLS Open
From: Magdalena Galloway <magdalena.galloway@uni.edu>
Date: 2/24/2012 9:15 PM
To: TEF-all@uni.edu

In case if you didn't see it yet, here is link to pretty clever video created by our students:

<http://youtu.be/8miHYu2jWhE>

and here is more

<http://www.supportpricelab.com/>

Magda Galloway